

FORTY-EIGHTH ANNUAL REPORT
OF THE
UNITED STATES
CIVIL SERVICE COMMISSION

FOR THE FISCAL YEAR ENDED JUNE 30

1931



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FORTY-EIGHTH ANNUAL REPORT
OF THE
UNITED STATES CIVIL SERVICE COMMISSION

WASHINGTON, D. C., *November 7, 1931.*

SIR: The fiscal year 1931 will be memorable for the progress made toward a more comprehensive Federal employment policy and for improvements in the Civil Service Commission's own organization with a view to facilitating the administration of the laws and rules and thereby rendering more prompt and efficient service to the several departments and independent offices and to the public.

Outstanding advances were the creation, by an Executive order of April 25, 1931, of the Council of Personnel Administration for the purposes of making the Federal civil service more attractive as a career and the coordination of personnel activities in the interests of both the employees and the Government; the amendment, by an Executive order of April 24, 1931, of the civil-service rules which relate to veteran preference, particularly those which affect disabled veterans, widows of veterans, and wives of veterans who themselves are disqualified for Government employment by reason of physical disabilities; and an Executive order of November 18, 1930, which permits the use of registers of eligibles established for the Federal civil service for filling vacancies occurring in positions under the municipal government of the District of Columbia.

Except in one important particular, the commission had throughout the year the cooperation of all the departments and establishments that it serves. The exception is the unwillingness of many employing branches to accept the commission's recommendations of penalties for violation of the political-activity rule.

All of the subjects mentioned in the foregoing are discussed under appropriate headings in the pages following. Recommendations are made for further improvement.

REORGANIZATION AND RESULTING ECONOMY

In August, 1930, the commission began a systematic survey of the organization of its central office at Washington and of its methods of procedure with a view to changes which might result in the

use to better advantage of the number of employees and of appropriations available, to lessening the time required for the execution of many of the operations, and to possible reduction in the cost of administration. The survey lasted over a period of several months, and, while the major objectives have been accomplished in the central office, oversight looking to further economy will continue indefinitely. It is the purpose to extend the investigation to the 13 district offices at an early date.

A detailed account of the changes in organization and procedure would itself make a report of considerable size. It is sufficient to say that in the Washington office there is now a closer coordination of related parts of the work, and the changes in procedure have resulted in a more direct and a quicker flow through the organization of the various operations of application, examination, and certification for appointment.

The general industrial depression naturally increased the number of applicants for Government employment. In the fiscal year 1931, 181,309 applications for examination were received in the application section of the central office at Washington, as against 172,166 in 1930 and 120,433 in 1929. This is an increase of 50 per cent in 1931 over 1929.

The same conditions affected also the volume of mail. Outgoing letters from the central office averaged 8,149 a month in the calendar year 1927, 7,829 in 1928, 8,005 in 1929, 9,343 in 1930, and 11,104 in the first six months of 1931. There were heavy increases in other parts of the work.

Notwithstanding the increased volume of work, at the end of the fiscal year 1931 the commission turned back to the Treasury an unexpended balance of \$57,691 of its appropriation for that year.¹ Under the present program the commission will spend in 1932, \$86,642 less than the amount appropriated for that year,² and the appropriation recommended by the Bureau of the Budget for 1933 is \$115,622 less than the amount appropriated for 1932.³

THE COUNCIL OF PERSONNEL ADMINISTRATION

On April 25, 1931, the President issued an order which is regarded as the most important action for the improvement of the Federal civil service since the passage of the civil service law in 1883. It created the Council of Personnel Administration, under the chairmanship of Thomas E. Campbell, president of the Civil Service Com-

¹ \$16,395 for rents expended by Office of Public Buildings and Public Parks.

² \$24,592 for rents will be expended by Office of Public Buildings and Public Parks unless commission's quarters are changed during the year.

³ No item for rents in 1933.

mission, with Dr. L. J. O'Rourke, director of research and personnel administration of the Civil Service Commission, named as director. The council consists of the members of the President's Cabinet, the director of the Bureau of the Budget, the chief of the Bureau of Efficiency, the chairman of the Interstate Commerce Commission, the Administrator of Veterans' Affairs, and the president of the Civil Service Commission.

The purposes of the council, as set forth in the order, are to develop a more effective and economical system of employment and personnel management in the Federal Government and to promote the welfare of its employees. Detailed objectives to increase efficiency in the transaction of Government business are:

1. To establish a more effective liaison between the Civil Service Commission and the several departments and independent offices.
2. To coordinate personnel administration in the Federal service.
3. To improve selection methods.
4. To make more attractive the prospect of a career in the Federal service.
5. To reduce excessive turnover among the better-qualified employees.
6. To avoid excessive increase in personnel.
7. To provide for the training of personnel assistants in the departments and independent offices.
8. To make available to the Government the best personnel practices of private industry.
9. To develop a more adequate system of personnel records.

Each member of the council, and the head of each of the other independent offices, has appointed a representative to carry out in his department or office the projects undertaken by the council. A project committee, selected from these representatives, is composed of Harry A. McBride, Department of State; J. Edgar Hoover, Department of Justice; E. K. Burlew, Department of the Interior; Dr. W. W. Stockberger, Department of Agriculture; Malcolm Kerlin, Department of Commerce; William H. McReynolds, Personnel Classification Board; Guy F. Allen, Bureau of the Budget; Herbert D. Brown, Bureau of Efficiency; Dr. L. J. O'Rourke, director of the council, and Thomas E. Campbell, chairman of the council.

Advisory committees, consisting of leaders in personnel matters in private industry and in government, in research organizations independent of government, and in the field of education, have been appointed to assist the council in formulating projects to be undertaken. Subcommittees also have been appointed to consider specific problems arising in relation to personnel administration and to make studies leading toward their solution.

A committee on transfers is undertaking a project designed to increase career possibilities in the Federal service, in accordance with the general objectives.

The study of training methods discussed below is being conducted in large part by a committee composed of departmental representatives who have a special interest in that problem and who have done independent work on training in their respective departments.

Those parts of the fact-finding survey directed by the order which deal with salary, class specifications, and the like, will be made in cooperation with the Personnel Classification Board.

THE FACT-FINDING SURVEY

One step in the extensive study of personnel administration directed by the order is a fact-finding survey of Government employees, to be made in each department by a representative designated by the head of the department. A purpose of the survey is to collect and disseminate information which will make available more definite knowledge of what has taken place in the promotion of those who have entered the service, and lines of promotion possible in the future. It has the further purposes of facilitating transfers between departments of competent employees, to fill vacancies which now in most cases are filled by new appointments; the development of training courses for personnel assistants in each department, and the encouragement of training for Government service in the colleges and universities.

For the present that part of the fact-finding survey which relates to promotions is confined to employees who were in professional and scientific positions in 1924 or who have since been appointed to such positions. This inquiry has been completed in a number of the departments and is being made in others.

STUDY OF PERSONNEL PROCEDURES

A study is being made of the personnel methods followed in the several departments and independent establishments, and the facts concerning the duties and the authority of the personnel officers are being assembled. This inquiry is showing a wide divergence in the procedures of the different organizations. When all the information is available for use it will be possible to point out specific differences in the administration of personnel matters throughout the Government service. Analysis of the personnel organizations and practices of those branches which are most successful in this field will enable others to make use of the best methods. General improvement should result.

TRAINING METHODS

In line with the objectives named in the order, a major interest of the council is a study of methods of training employees within the service. The fact-finding survey is furnishing a record of the educational and other training of each professional or scientific employee, both before and after entrance to the service, and salary rates, individual transfers made, and similar data. These records, showing in each case the extent of education and training, related to the work of the employee or not so related, will be the basis for determining the degree in which training affects the progress of the employee.

In connection with the study of personnel methods and procedures, detailed information is being obtained as to the number and the types of training courses now offered in the departments. The data gathered will include the subjects taught, the number and qualifications of the instructors, the number and types of students, and related details.

Training within the service may be differentiated thus:

1. Formal courses conducted as such during office hours. Examples are courses given in the Bureau of Investigations of the Department of Justice and in the foreign-service school of the Department of State.

2. Courses conducted by departments after office hours, similar to university courses and for which university credit is sometimes given. Those offered by the Department of Agriculture and the Bureau of Standards come under this head.

3. Training through organization of work and shifting of assignments. The development of a training course such as this begins with a survey of the organization to determine what assignments should be shifted, and continues with a detailed plan designed to give the employees a complete understanding of the work of the organization, as well as special training in the technicalities of the duties for which they are being trained.

The training described under (3) above is being developed in the Civil Service Commission's central and district offices. The work of each of the 13 district offices is similar to that of the central office, but is conducted on a much smaller scale. It is planned to use the fourth-district office, which is in Washington, as a training center for field representatives.

LATER PROJECTS OF THE COUNCIL

As the first projects of the council are completed, others will be undertaken on the basis of results. The following considerations

will determine the order in which they will be prosecuted in the several departments:

1. The most serious weaknesses of the service, as disclosed by the fact-finding survey.

2. The specific projects which will be most beneficial to the departments interested in taking part in the later plans. This will involve a consideration of the departments' present activities, organization, and attitude toward adopting the project when it is proposed.

3. What the suggested projects will contribute toward enabling existing personnel agencies to be of greater service to the departments.

Since the departments which will take most active part in later projects, and also members of their personnel organizations, will be represented in the committee which outlines the projects, the studies undertaken will be those which the departments themselves consider of greatest value to them and which they feel they can carry out when the projects are proposed. The effort of each departmental representative thus will be directed to needs of his own organization.

CONFERENCE ON UNIVERSITY TRAINING FOR GOVERNMENT SERVICE

The Federal civil service includes more than 18,000 technical, professional, and scientific positions, subject to competitive examination under the rules, which are filled by college-trained men and women. That the Government may enroll in its service the better-qualified members of graduating classes, it is of the utmost importance that university authorities, who are in a position to guide students at the outset of their careers, know definitely what the Federal service offers. To promote that knowledge, a conference on university training for Government service was held at the University of Minnesota on July 14-17, 1931. The conference was conducted by the University in cooperation with the Civil Service Commission and other agencies of the Federal Government. While some attention was given to the entire range of Government employment, the conference considered particularly the fields of economics and statistics, law, agriculture and forestry, physics and chemistry, social welfare, and engineering, and the consular and diplomatic service.

ATTITUDE OF STUDENTS

At the conference, there was expression of a belief that there has been available too little data to show the progress made by the majority of those who enter the service of the Government. That this feeling is well founded was indicated by the results of an "opinion survey" made prior to the conference among senior and graduate students of the University of Minnesota. The survey dis-

closed that many students object to Government employment, mainly because, they said, of lack of promotion prospects, scarcity of opportunities for individual achievement, and absence of incentive, all of which are related; and also, strangely, because of the belief that political considerations affect appointments to the classified service. The same students named as desirable features of Government employment security of tenure, entrance salaries, and working conditions, such as hours of labor, leave allowances, and the like. The fact that a considerable number of the students think that political influence is a necessary part of appointment procedure in the classified service is strong evidence of the general lack of information concerning Federal employment in student bodies.

A speaker at the conference who represented the field of education partially explained the reason for erroneous conceptions of and objections to Government employment when he said that the belief and attitude of the student is determined almost entirely by the degree of understanding on the part of the faculty members with whom he comes in contact, and that probably a majority of the professors and instructors are themselves ignorant of the facts respecting the Government service.

CAREER POSSIBILITIES

The situation disclosed at the conference is proof that the Council of Personnel Administration, discussed on pages 2-6 of this report, has undertaken a much needed work in its endeavor to make known opportunities for a career in the service of the Government, to develop definite lines of promotion to increase those opportunities, and to place the facts before the university authorities and thus attract to the service superior members of graduating classes.

A report prepared by the Personnel Classification Board and presented at the conference, listing the number of positions in each class in the professional and scientific service of the Government, was of practical value by giving to the university officials a clearer understanding of the great demand of the Government for graduating students in the various lines of work for which university training is necessary.

EXAMINATIONS AND COURSES OF STUDY

Emphasis was placed upon the desirability of including in announcements of examinations for Federal positions more specific information with respect to the duties and requirements of the positions and to possible lines of promotion. University representatives discussed methods by which examination announcements might be brought more effectively to the attention of faculty members and

students. Practicality of civil-service examinations and possible improvements in tests constituted an interesting part of the discussion.

In considering the present courses of study in leading universities from the standpoint of their meeting the needs of the Government, the opinion expressed generally was that the courses do fit students to occupy the majority of the positions in the professional and scientific service. For some unusual branches, such as ceramics, dust explosion, and certain specialties of forestry, it was thought that it might be desirable to devise a system whereby each of these special courses could be offered by one or more of the educational institutions most favorably situated as to environment to give the particular type of training. The general attitude of Government officials who attended the conference seemed to be against an increase in specialization of training for a specific position; it was evident that they are more interested in the prospective employee's having a thorough knowledge of the fundamentals of his particular science.

Government representatives gave information concerning career possibilities in their respective departments. The unusual opportunity for postgraduate study, both in Government establishments themselves and in the universities in the city of Washington, was brought to the attention of the gathering.

INTEREST OF OFFICIALS

That there is great interest in this subject of training for Government service was evidenced by the presence at the conference of prominent officials of the Federal Government and of leading universities, and by their expressed desire to participate in the effort to place well-qualified men and women in the service. The work of the Council of Personnel Administration to improve the Federal service, as outlined at the conference, was regarded by university officials as an added incentive for their cooperation.

Members of the Civil Service Commission accepted invitations from time to time during the year to speak at universities and at meetings for the discussion of matters of government. In their addresses they explained the purposes of the Council of Personnel Administration and other measures to promote the merit system and Government efficiency generally.

VETERAN PREFERENCE

An Executive order of April 24, 1931, amended the civil-service rules applying to veteran preference. This order followed a report to the President on April 21, 1931, made by an advisory committee which had been appointed by the President to give full consideration to the question of veteran preference. The committee consisted

of Thomas E. Campbell, president of the Civil Service Commission, chairman of the committee; Brig. Gen. Frank T. Hines, Administrator of Veterans' Affairs; Royal C. Johnson, chairman of the House of Representatives Committee on World War Veterans' Legislation; Seth W. Richardson, Assistant Attorney General of the United States; and Col. John Thomas Taylor, vice chairman of the national legislative committee of the American Legion.

This committee was appointed as a result of representations made to the President by two interested groups. One group was made up of veterans' organizations, which said, among other things, that frequently veteran eligibles were not given proper consideration by appointing officers. Especially was it contended that disabled veterans were not appointed in sufficient number. The other group, represented principally by the National Civil Service Reform League, had made reports to the President in general adverse to existing veteran preference regulations.

The first action of the committee was to ask the National Civil Service Reform League and the leading veterans' organizations to state their cases in full and in writing. After full and free discussion and careful consideration of the replies, the committee made its report to the President.

EFFECTS OF THE NEW ORDER

The Executive order of April 24, 1931, made the following changes in veteran-preference regulations:

Under the new order, a disabled veteran, to receive the addition of 10 points to his earned rating, must have an existing service-connected disability, whereas the former order allowed the 10-point preference to all disabled veterans. It is not expected that this change will reduce the number of disabled veterans appointed, but under the new provision those whose opportunity for appointment is enhanced by the 10-point addition, and by being placed at the top of the register in competition only with other 10-point preference eligibles, are those who were disabled in service and whose disability remains.

The order allows the 10-point preference to officers and enlisted men who are retired and who establish the present existence of service-connected disability.

When an appointing officer passes over a veteran eligible and appoints a nonveteran whose name appears on the same certificate with a rating the same as or lower than that of the veteran eligible, he must file the reasons therefor with the Civil Service Commission, to become a part of the veteran's record. Prior to the new order it was required that the appointing officer record his reasons in the department concerned. It is expected that the change will have the

effect of causing appointing officers to exercise more care in considering the relative merits of veteran and nonveteran eligibles.

The 10-point preference is allowed also to widows of veterans, and to wives of veterans with service-connected disability in cases where the veterans themselves are disqualified for examination by reason of their disability.

The order authorizes the Civil Service Commission to hold quarterly examinations for positions for which eligible registers exist, which examinations shall be open only to men and women entitled to the 10-point preference. The eligibles resulting from the quarterly examinations are to be placed at the head of the appropriate register in competition with other 10-point preference eligibles only.

Other preferences established by former Executive orders, under the general provision of law, remain unchanged. These include the addition of five points to the earned ratings of veterans not entitled to the 10-point preference, and the preferences relating to age limitations, apportionment, physical requirements, training and experience, and reduction of force.

VETERANS APPOINTED

From the issuance of the Executive order of March 3, 1923, which first provided for a 10-point preference for disabled veterans, to June 30, 1931, 11,527 appointments were made of 10-point preference eligibles. In the last fiscal year 2,012 disabled veterans were appointed, as compared with 1,892 in the preceding year. Also, 153 veterans' wives and widows entitled to the 10-point preference were appointed in the last year, and 104 in the preceding year.

Further practical results of veteran preference regulations are indicated by the following figures:

Appointments of veterans in the classified service July 1, 1919-June 30, 1931

Fiscal year	Veterans ¹			Total number of appointments	Per cent veterans appointed
	5-point preference	10-point preference	Total number of preference appointments		
1919-20	15,750	-----	15,750	115,770	13.59
1920-21	² 29,250	-----	² 29,250	101,164	28.91
1921-22	18,760	-----	18,760	62,488	30.02
1922-23	19,137	-----	19,137	56,087	34.12
1923-24	15,850	1,179	17,029	65,625	25.91
1924-25	9,930	1,474	11,404	48,804	23.36
1925-26	6,973	1,027	8,000	36,992	21.62
1926-27	8,832	1,115	9,947	38,777	25.65
1927-28	8,274	934	9,208	37,796	24.36
1928-29	9,941	1,637	11,578	44,817	25.83
1929-30	7,273	1,996	9,269	38,281	24.21
1930-31	7,898	2,165	10,063	38,461	26.16
Total	157,868	11,527	169,395	685,062	24.73

¹ Prior to March, 1923, all honorably discharged veterans were placed above all other eligibles on registers if they attained ratings of not less than 65 per cent.

² Approximate.

Figures compiled in 1930 show that of 7,304 veterans appointed in that year, 904, or 12.4 per cent, earned ratings of less than 70 per cent and became eligible for appointment through the addition to their earned ratings allowed under the regulations. A computation made at the same time shows that of 9,362 ten-point preference eligibles appointed in a period of seven years, 1,657, or 17.7 per cent, earned ratings of less than 70 per cent.

Table No. 4 of the appendix to this report shows for the fiscal year 1930-31, by departments and independent offices, the number of preference and nonpreference eligibles certified, appointed, and passed over without selection, the figures being compiled from final actions on all certificates reported on in the year.

DISTRICT OF COLUMBIA GOVERNMENT

An Executive order of November 18, 1930, authorized the application of the principles of the civil-service law and rules, so far as it might be done without additional expense, to municipal positions in Washington, by certifying to the Board of Commissioners of the District of Columbia the names of eligibles on appropriate registers established for the Federal service, such certifications and appointments therefrom to be made under regulations approved by the Board of Commissioners and the Civil Service Commission. This action was taken after the Commissioners of the District of Columbia and the Civil Service Commission had agreed that it would be in the interests of good administration to make appointments to certain classes of positions under the government of the District of Columbia through competitive tests of qualifications.

Under the agreement, the commission's registers of eligibles will not be used for the following positions, for the reasons set forth:

1. Minor positions in the custodial service in institutions under the direction of the Board of Public Welfare, and positions paid on a per diem basis. This is because of the large turnover.

2. Officers, teachers, and employees under the Board of Education. Existing law provides for appointments to these positions by the Board of Education.

3. Employees of the Public Library of the District of Columbia. The librarian and the employees of the Public Library are appointed by a board of trustees named by the Commissioners of the District of Columbia.

4. Employees in the offices of the recorder of deeds and the register of wills of the District of Columbia. The Commissioners of the District of Columbia have no jurisdiction over the appointment of these employees.

5. Employees of the police court, the municipal court, and the juvenile court of the District of Columbia. Appointments under these courts are made by the judges of the courts.

By acts of Congress, the competitive-examination system applied to the police and fire departments of the District of Columbia before the issuance of the Executive order of November 18, 1930.

For municipal positions, eligibles who are residents of the District of Columbia are certified, except that for important technical and professional positions it is deemed inadvisable to restrict certification to local eligibles.

EXTENT AND GROWTH OF THE EXECUTIVE CIVIL SERVICE

There were 616,837 employees in the entire executive civil service on June 30, 1931, as against 608,915 at the end of the last fiscal year, a net increase of 7,922. There are now 468,050 positions subject to competitive examination under the civil-service act, a gain of 5,967 in the year.

The Postal Service, with 316,259 employees, has 51.27 per cent, and all other branches, with 300,578 employees, 48.73 per cent of the entire personnel. The Postal Service had a net decrease of 736 employees, while the others combined had a net increase of 8,658 in the year. Since June 30, 1916, the Postal Service gained 65,374 and the others 113,406 employees.

On June 30, 1930, there were 68,510 employees in and 540,405 outside the District of Columbia, while on June 30, 1931, the number employed in the District of Columbia had increased to 71,693 and outside to 545,144. Of the net increase of 7,922 in the entire service in the year, 3,183 were employed in and 4,739 outside the District of Columbia.

In the year, the greatest gains were made in the following establishments: Veterans' Administration, 3,926; Department of Justice,⁴ 3,702; War Department, 3,067; Department of Agriculture, 2,439; Interior Department, 1,204; and Navy Department, 1,086. The remaining gain of 2,273 employees was distributed among the other departments and establishments. A number show a substantial decrease, notably the Panama Canal, 4,376; Department of Commerce,⁵ 3,275; and Treasury Department,⁴ 1,156. The remaining decrease of 968 was distributed among the other branches.

The tables following show these changes for each department and office and the extent of the executive civil service on June 30, 1931:

⁴ Prohibition enforcement transferred from Treasury Department to Department of Justice July 1, 1930.

⁵ Principally temporary force of the Bureau of the Census.

TABLE I.—Increase or decrease of employment in the Federal executive civil service during the last fiscal year and during the past 15 years

Department or office	Number of employees		Changes during fiscal year		Number of employees June 30, 1916	Changes during past 15 years	
	June 30, 1931	June 30, 1930	Increase	Decrease		Increase	Decrease
The White House.....	43	45		2	(1)	(1)	(1)
State.....	4,959	4,691	268		2,783	2,176	
Treasury.....	51,744	52,900		1,156	30,629	21,115	
War.....	53,356	50,289	3,067		37,695	15,661	
Justice.....	8,502	4,800	3,702		2,610	5,892	
Navy.....	48,782	47,696	1,086		35,722	13,060	
Interior.....	19,777	18,573	1,204		19,347	430	
Agriculture.....	28,175	25,736	2,439		18,736	9,439	
Commerce.....	23,680	26,955		3,275	9,903	13,777	
Labor.....	5,112	4,940	472		2,504	2,908	
Government Printing Office.....	4,894	4,419	475		4,028	866	
Smithsonian Institution.....	589	550	39		784		195
Interstate Commerce Commission.....	2,410	2,252	158		2,243	167	
Civil Service Commission.....	631	561	70		250	381	
Bureau of Efficiency.....	45	46		1	27	18	
Federal Trade Commission.....	547	450	97		238	309	
Shipping Board.....	1,065	1,235		170		1,065	
Alien Property Custodian.....	141	180		39		141	
Tariff Commission.....	319	220	99			319	
Employees Compensation Commission.....	183	179	4			183	
Federal Board for Vocational Education.....	83	87		4		83	
Panama Canal.....	10,323	14,699		4,376	19,291		8,968
Public Buildings and Public Parks of the National Capital ³	2,994	2,653	341		217	2,777	
General Accounting Office.....	1,988	1,970	18			1,988	
Veterans' Administration.....	28,645	24,719	3,926			28,645	
Railroad Administration.....	12	15		3		12	
Commission of Fine Arts.....	3	2	1		(1)	(1)	(1)
War Finance Corporation.....	9	13		4		9	
National Advisory Committee for Aeronautics.....	291	254	37			291	
Federal Reserve Board.....	199	205		6		199	
Board of Tax Appeals.....	151	150	1			151	
Board of Mediation.....	26	28		2		26	
Federal Power Commission.....	50	38	12			50	
Federal Radio Commission.....	132	97	35			132	
American Battle Monuments Commission.....	41	42		1		41	
Federal Farm Board.....	315	231	84			315	
Personnel Classification Board.....	62		62			62	
Miscellaneous.....					165	46	165
Total, exclusive of Postal Service.....	300,578	291,920	17,697	9,039	187,172	122,734	9,328
Postal Service.....	316,259	316,995		736	250,885	65,374	
Total, entire service.....	616,837	608,915	17,697	9,775	438,057	188,108	9,328

Services	Fiscal year 1931	Past 15 years
Net gain, exclusive of Postal Service.....	8,658	113,406
Net gain or loss Postal Service.....	—736	+65,374
Net gain entire service.....	7,922	178,780

¹ Included in miscellaneous figures for 1916.

² This includes details from other Government establishments.

³ This represents the consolidation of a large number of custodial employees and the administration of the following new activities: Arlington Memorial Bridge Commission, National Capital Park and Planning Commission, Public Buildings Commission, and Rock Creek and Potomac Parkway Commission.

TABLE II.—*Number of employees in each branch of the Federal executive civil service on June 30, 1931*¹

Department or office	June 30, 1931						Total
	In District of Columbia			Outside District of Columbia			
	Men	Women	Total	Men	Women	Total	
The White House.....	39	4	43	-----	-----	-----	43
State.....	416	408	824	3, 052	1, 083	4, 135	4, 959
Treasury.....	5, 573	7, 824	13, 397	31, 638	6, 709	38, 347	51, 744
War.....	2, 317	1, 934	4, 251	44, 038	5, 067	49, 105	53, 356
Justice.....	790	451	1, 241	5, 707	1, 554	7, 261	8, 502
Post Office.....	3, 283	898	4, 181	284, 927	27, 151	312, 078	316, 259
Navy.....	5, 202	1, 210	6, 412	40, 068	2, 302	42, 370	48, 782
Interior.....	2, 026	1, 142	3, 168	13, 850	2, 759	16, 609	19, 777
Agriculture.....	3, 249	2, 463	5, 712	19, 143	3, 320	22, 463	28, 175
Commerce.....	5, 086	5, 402	10, 488	12, 215	977	13, 192	23, 680
Labor.....	385	432	817	3, 835	760	4, 595	5, 412
Government Printing Office.....	3, 921	973	4, 894	-----	-----	-----	4, 894
Smithsonian Institution.....	440	149	589	-----	-----	-----	589
Interstate Commerce Commission.....	1, 234	380	1, 614	765	31	796	2, 410
Civil Service Commission.....	189	236	425	108	98	206	631
Bureau of Efficiency.....	31	14	45	-----	-----	-----	45
Federal Trade Commission.....	332	173	505	29	13	42	547
Shipping Board.....	414	282	696	270	99	369	1, 065
Alien Property Custodian.....	76	65	141	-----	-----	-----	141
Tariff Commission.....	153	101	254	59	6	65	319
Employees Compensation Commission.....	39	81	120	25	38	63	183
Federal Board for Vocational Education.....	39	44	83	-----	-----	-----	83
Panama Canal.....	65	14	79	9, 704	540	10, 244	10, 323
Public Buildings and Public Parks of the National Capital.....	2, 354	640	2, 994	-----	-----	-----	2, 994
General Accounting Office.....	1, 235	753	1, 988	-----	-----	-----	1, 988
Veterans' Administration.....	2, 020	3, 749	5, 769	14, 507	8, 369	22, 876	28, 645
Railroad Administration ⁵	9	3	12	-----	-----	-----	12
Commission of Fine Arts.....	2	1	3	-----	-----	-----	3
War Finance Corporation ³	7	2	9	-----	-----	-----	9
National Advisory Committee for Aeronautics.....	20	23	43	232	16	248	291
Federal Reserve Board ⁵	87	93	180	19	-----	19	199
Board of Tax Appeals.....	66	85	151	-----	-----	-----	151
Board of Mediation.....	19	7	26	-----	-----	-----	26
Federal Power Commission.....	35	12	47	3	-----	3	50
Federal Radio Commission.....	64	68	132	-----	-----	-----	132
American Battle Monuments Commission.....	5	3	8	24	9	33	41
Federal Farm Board.....	146	144	290	24	1	25	315
Personnel Classification Board.....	31	31	62	-----	-----	-----	62
Total.....	41, 399	30, 294	71, 693	484, 242	60, 902	545, 144	616, 837

¹ Does not include legislative or judicial services, nor the commissioned, warranted, or enlisted personnel of military branches, nor the government of the District of Columbia.

² Approximate.

³ Includes 13,200 clerks at third-class offices, 188 screen-wagon contractors, 237 carriers for offices having special supply, 5,783 clerks in charge of contract stations, 12,157 star-route contractors, and 269 steamboat contractors. Does not include 33,077 clerks at fourth-class offices who are employed and paid by the postmaster, and 22,147 mail messengers not included in previous computations.

⁴ Includes administrative offices only of Merchant Fleet Corporation.

⁵ Positions not subject to the civil-service act.

TABLE III.—*War expansion and reduction since armistice*

Date	In District of Columbia	Outside District of Columbia	Total	Date	In District of Columbia	Outside District of Columbia	Total
June 30, 1916.....	39, 442	398, 615	438, 057	June 30, 1926.....	60, 811	499, 894	560, 705
Nov. 11, 1918.....	117, 760	1, 800, 000	1, 917, 760	Dec. 31, 1926.....	59, 569	486, 772	546, 341
July 31, 1920.....	90, 559	1, 600, 557	1, 691, 116	June 30, 1927.....	59, 800	499, 338	559, 138
July 31, 1921.....	78, 865	518, 617	597, 482	Dec. 31, 1927.....	60, 660	493, 515	554, 175
June 30, 1922.....	69, 980	490, 883	560, 863	June 30, 1928.....	61, 388	507, 327	568, 715
June 30, 1923.....	66, 290	482, 241	548, 531	Dec. 31, 1928.....	62, 140	510, 967	573, 107
Dec. 31, 1923.....	65, 025	479, 646	544, 671	June 30, 1929.....	63, 904	523, 761	587, 665
June 30, 1924.....	64, 120	490, 866	554, 986	Dec. 31, 1929.....	63, 946	525, 199	589, 145
Dec. 31, 1924.....	66, 079	489, 540	555, 619	June 30, 1930.....	68, 510	540, 405	608, 915
June 30, 1925.....	63, 756	500, 962	564, 718	Dec. 31, 1930.....	71, 189	524, 267	595, 456
Dec. 31, 1925.....	61, 509	486, 568	548, 077	June 30, 1931.....	71, 693	545, 144	616, 837

¹ Approximate.

INCLUSIONS WITHIN THE CLASSIFIED SERVICE

Positions and employees brought into the classified service in the fiscal year 1930-31, with citation of authority:

Executive order of Mar. 1, 1904: War Department.....	2
Executive order of Aug. 22, 1925:	
War Department.....	1
Department of Interior.....	2
Executive order of Oct. 4, 1930: Department of Commerce.....	14
Executive order of Dec. 31, 1930: War Department.....	1
Executive order of Jan. 30, 1931: Department of Interior.....	6
Executive order of Apr. 13, 1931: Department of Commerce.....	1
Executive order of May 15, 1931: Navy Department.....	76
Rule II, section 6: Positions and incumbents included under Treasury Department, Customs Service, St. Albans, Vt., 1; War Department, West Point, N. Y., 13; Engineer Department at large, 3; Department of Agriculture, A. & M. College, Miss., 1; Department of Commerce, Bureau of Mines, Amarillo, Tex., 1; Post Office Department, Bath, N. Y., post office, 1; Lincoln, Nebr., post office, 1; Department of Interior, Yorktown, Va., 1; Smithsonian Institution, 2; Personnel Classification Board, 3.....	27
Rule II, section 7: Postal Service.....	175
Rule X, section 13: Navy Department, naval station, Olongapo, P. I., 1; naval station, Cavite, P. I., 4; Department of Agriculture, Honolulu, Hawaii, 1; Alaska, 1; War Department, Fort William McKinley, P. I., 1.....	8
Total.....	313

An Executive order of April 23, 1931, directed that, with certain exceptions, "employees of the Bureau of National Homes of the Veterans' Administration, who are not inmates, be included, with their positions, in the classified civil service upon receipt by the Civil Service Commission of general certification by the Administrator of Veterans' Affairs that such employees are both capable and efficient, classification to be effective July 1, 1931." Information is not yet available as to the number of employees to be brought within the classified service under this order.

By the Executive order of May 15, 1931, referred to in the foregoing table, the commission was authorized to grant a classified status to any employee in an executive department or independent establishment serving in the Philippine Islands, who on the date of the order was in the Federal service, who for at least seven years had rendered faithful and exceptionally meritorious service in a classified position, and who had acquired a rating of at least 40 per cent in an appropriate civil-service examination; with the provision that such an employee who had served continuously since March 1, 1904, might be given a classified status without examination. This order was recommended by the commission primarily to clarify the status of a number of employees under the Navy Department in the Philippine Islands, particularly at the Cavite Naval Station, many

of whom had served in classified positions for years under a so-called provisional status.

EXCEPTIONS FROM PROVISIONS OF THE RULES

Twenty-three Executive orders waiving some provision of the civil-service rules were issued in the year. This was a decrease of 16 in comparison with the preceding year. Twenty orders permitted appointments, two conferred a classified status, and one waived the time limit on eligibility for reinstatement. These waivers constitute, as heretofore, a negligible percentage of the entire number of appointments made. The reasons for these exceptions are given in a compilation of the orders in the appendix of this report.

EXAMINATIONS AND APPOINTMENTS

The number of persons examined by the commission in each of the last three fiscal years for original appointment, promotion, transfer, or reinstatement to positions classified under the civil-service rules and positions not so classified; also the number appointed each year as the result of such examinations, are shown in the following table:

	Examined			Appointed		
	1929	1930	1931	1929	1930	1931
Under civil-service rules:						
Original appointment.....	238, 009	260, 509	241, 304	44, 817	38, 281	38, 461
Promotion, transfer, or reinstatement through examination.....	5, 501	6, 920	7, 134	3, 096	2, 794	3, 067
Total.....	243, 510	267, 429	248, 438	47, 913	41, 075	41, 528
Not under civil-service rules.....	18, 515	19, 928	17, 848	4, 318	3, 644	4, 913
Total.....	262, 025	287, 357	266, 286	52, 231	44, 719	46, 441

NONCOMPETITIVE EXAMINATIONS

In the year, noncompetitive examinations were given to 2,324 persons who were considered for promotion, transfer, or reinstatement. Through changes in procedure, the average time required for completing such examinations and reporting the results thereof was greatly reduced, with consequent benefit to the individuals interested, the departments concerned, and the commission itself.

The commission is authorized under section 2 of Rule III of the civil-service rules to give noncompetitive examinations in the cases mentioned above and also for appointment to the positions named in Schedule B of the rules. Any proposed change in the status of an employee might require a noncompetitive examination.

Those who are proposed for promotion, transfer, or reinstatement to law-enforcement positions, in addition to meeting noncompet-

itively the basic examination requirements, must stand or fall on the result of a thorough character investigation.

Noncompetitive examinations are held on a schedule of one day in each week. The interests of the departments and the individuals make these frequent examinations necessary, for the element of time is always important.

TEMPORARY APPOINTMENTS

Under the rules, the commission authorizes a temporary appointment for (1) work to be completed within a short and definite period, (2) pending certification for a permanent appointment when eligibles are not available, or (3) occasionally in the case of a proposed reinstatement when the circumstances cause unusual delay in determining eligibility for reinstatement. Care is exercised to guard against unwarranted extensions of such appointments.

Temporary appointments are made from existing registers of eligibles when practicable. The practice has been to certify eligibles living at or within commuting distance of the place of employment. In the last fiscal year the commission adopted as a usual policy the certifying for temporary employment in Washington, D. C., for a period of three months or longer, in a number of clerical positions, those eligibles who live in States which are not charged with the number of appointments to which they are entitled under the apportionment provision of the law. The results of this limited change of practice will determine whether the new procedure will be extended to other positions.

The act of May 29, 1930, which requires each department and independent office to establish a record and account for each employee showing his entire government service and the amount to his credit in the retirement fund, made it necessary for most of the departments and independent offices to make temporary appointments.

While the Bureau of Pensions was still a part of the Department of the Interior it was allowed an appropriation for temporary employees to perform increased work resulting from new pension legislation.

Approximately 700 temporary appointments were made in the Veterans' Administration for work in connection with the so-called soldiers' bonus.

There is continued necessity for a considerable number of temporary appointments in the field service of the Bureau of Indian Affairs, due principally to the isolated places of employment and the comparatively low salaries paid.

The following table shows the distribution of temporary appointments in the year ended June 30, 1931, exclusive of those authorized by the commission's district offices:

Department or office	Pending filling of vacancy permanently		Job employment	
	Through examination	Without examination	Through examination	Without examination
Agriculture.....	14	41	357	¹ 611
American Battle Monuments Commission.....			6	
Board of Tax Appeals.....				1
Bureau of the Budget.....		1		
Civil Service Commission.....	1		74	
Commerce.....	10	16	228	160
District of Columbia government.....			3	
Efficiency.....				2
Employees' Compensation Commission.....			8	
Federal Board for Vocational Education.....		1	1	
Federal Farm Board.....	1	11	5	18
Federal Power Commission.....				35
Federal Radio Commission.....		1	3	
Federal Trade Commission.....			40	
General Accounting Office.....			9	3
Geographic Board.....			1	
Government Printing Office.....	1	51	93	2
Interior.....	2	² 612	144	129
International Boundary Commission.....			1	
Interstate Commerce Commission.....	10	6	16	4
Justice.....	2	292	13	25
Labor.....	6	2	80	9
National Capital Park and Planning Commission.....			18	20
Navy.....		1	7	1
Panama Canal.....		7	2	2
Personnel Classification Board.....		1	11	1
Post Office Department.....	1		114	9
Public Buildings and Public Parks.....	19	5	218	9
Smithsonian.....		1	94	89
State.....		1	86	6
Tariff Commission.....			6	
Treasury.....	10	189	132	69
Veterans' Administration.....	132	108	³ 880	254
War.....	11	12	125	102
Total.....	220	1,359	2,775	1,561

¹ Includes field assistants employed principally during the summer months.

² Includes Indian field service where difficulty is experienced in filling the positions permanently.

³ Principally employees engaged on work in connection with the so-called soldiers' bonus.

EXAMINATIONS FOR DESIGNATION TO MILITARY AND NAVAL ACADEMIES

An Executive order of December 17, 1907, reads as follows:

Upon the request of any Member of Congress, the United States Civil Service Commission shall aid in testing the qualifications of applicants for designation for appointment in the United States Military or Naval Academies, so far as this may be done without thereby adding to the expenses of the commission.

Under this order the commission has been holding two principal examinations yearly. A constantly increasing number of persons have been examined at the request of Members of Congress. The Members who have used this service have paid for the special printing necessary, and the work of preparing the questions and rating the papers has been assimilated in the regular work of the commission. Because of the increasing volume of this work, it has been

necessary to assign employees to it to a degree which makes it incumbent upon the commission to consider provision for an expense which can not be avoided, since the Executive order does not permit "adding to the expenses of the commission." It is felt that a continuance of the present practice must result in unauthorized expenditure of public funds, and, therefore, that if the examinations are to be continued as a part of the commission's work, an appropriation should be made to cover that part of the expense which can not be separated from that of the routine operations of the commission's organization.

BOARD OF APPEALS AND REVIEW

The commission has always recognized the right of competitors in examinations to have their ratings reviewed by examiners who did not participate in the original marking. For many years the small volume of work of this kind permitted it to be done in the examining division. Most examinations were written tests for which competitors were assembled in examination rooms, and the appeals from ratings in such examinations were comparatively few. With the development and extension of the so-called unassembled examination, in which competitors are rated principally on their education, training, and experience, the number of appeals from ratings increased, and about 10 years ago a new division was organized under the supervision of the chief examiner, with the consideration of appeals as a major duty.

The introduction of oral tests and character investigations into examination procedure naturally added further to the number of appeals, and with the broadening of the scope of the commission's work came demands for review of decisions respecting a variety of questions not directly affecting the grading of examination papers. The number and complexity of such cases required the widening of the field in which appeals were entertained and the setting up of new machinery to dispose of them. Accordingly, on December 1, 1930, the commission created a board of appeals and review, composed of three members with a small force of examiners, and to this board it delegated authority to hear and decide appeals, not only concerning ratings in examinations, but in any matter in which a question is raised with respect to a competitor's right to examination, his eligibility, or his civil-service status. The general survey and readjustment in the commission's office, discussed elsewhere in this report, made the organization of this board possible without addition to the force.

To insure independent consideration of appeals, the commission placed the board of appeals and review, in the exercise of its func-

tions, under its direct supervision, altogether separated from the control of any subordinate official. Subject only to reversal by the commission itself, the decision of the board is final. Cases involving broad questions of policy or a multiplicity of issues are submitted to the commission for action. Thus appellants are assured that their cases will be considered by a body not influenced by the official or examiner who made the decision from which the appeal is taken.

No appeal from the rating of an examination or the action taken on an application is considered unless it is made within one year from the date set for the close of the receipt of applications as named in the announcement of the particular examination involved.

MEETINGS FOR INSTRUCTION OF COMMISSION'S EMPLOYEES

In May, 1931, the commission began a series of assemblies on each Thursday morning in the auditorium of the Department of the Interior for the instruction of the members of its own staff in Washington in the details of the work of the organization. All employees were required to report at the auditorium at 8.30, and the meetings were adjourned in time to permit the beginning of the office day at 9 o'clock as usual.

The tendency in a large organization is for many workers, particularly those in the less important posts, to familiarize themselves with their immediate duties but largely to ignore those parts of the work which they think do not affect their own tasks. It is believed that all will do better work if they understand the purposes and operations of the entire scheme. Further, it is thought that the discussions will bring to light potential abilities of employees in obscure places through the interest they evince.

At each meeting an employee in charge of a certain branch discussed in detail the work of his or her section or division, asked for questions in the meeting, and invited calls for additional instruction of individuals at any time.

The meetings were discontinued when the extreme summer heat began, with the understanding that they would be resumed in the fall.

RETIREMENT

The retirement law vested general authority for its administration in the Commissioner of Pensions and the Civil Service Commission. Under the act of July 3, 1930, authorizing the consolidation of veterans' activities, the office of Commissioner of Pensions was abolished, with the result that certain duties in connection with the retirement of civil-service personnel fall now under the Veterans' Administration, the real duty of which is the management of vet-

erans' affairs generally. The law gives the Civil Service Commission full authority in matters pertaining to the individual accounts of contributors to the civil-service retirement and disability fund and also authorizes it to maintain necessary records to determine rights under the act, to decide jointly with the departments concerned assignment of employees to the several retirement age groups, to authorize continuances beyond retirement age, to furnish information as to annuity claims, and to keep the records required for carrying out the provisions of the act. It seems but logical, therefore, that complete administration of the law, including the payment of refunds and annuities now done by the Administrator of Veterans' Affairs, should be vested in the Civil Service Commission. Moreover, it is believed that such coordination of management under the one office would result in a more efficient and economical administration of the retirement law.

FISCAL AND EMPLOYMENT RECORDS

Under the authority of section 12 (a) of the retirement act of May 29, 1930, providing for the establishment throughout the Government service of a uniform system of keeping the fiscal year employment records of employees within the scope of the act, the commission promulgated regulations (Form 2805) in October, 1930, requiring the heads of all executive departments and independent establishments to make and keep individual retirement accounts on card Form 2806. The individual accounts have been completed in some of the departments and offices and are being built up in others. They show on one side of the card a complete history of the employee's Government service, civil and military, and on the other side a record of retirement deductions by fiscal years, deposits, refunds, and redeposits. This card is prescribed as the basic record from which to determine the rights of the individual under the retirement act and from which information can be furnished to the commission to enable it to maintain statistical control of the amount to the credit of each employee in the civil-service retirement and disability fund. A number of representatives of the commission are giving the departments and independent establishments personal assistance in the work of making the records, but a few of the larger departments found it impracticable to prepare during the fiscal year the accounts and records for the employees who were in the service on June 30, 1930.

A new section has been created in the office of the commission to do the statistical and other work in connection with section 12(a) of the act and also with section 15, which relates to actuarial evaluation. Analysis of deductions from salaries for the retirement fund by fiscal

years is being made by the commission from retirement record cards (Form 2806), for the whole Government service. Punch cards are being made for the actuarial survey as of June 30, 1930, and these cards are being tabulated for transfer of results to tables prepared for the purpose.

CONTINUANCES

For the first time since 1924, in the year ended June 30, 1931, the retirements for age exceeded the continuances, the former numbering 3,888 and the latter 2,464. This was because of the provision in the retirement act that after August 20, 1930, no employee shall be continued beyond the age of retirement for more than four years, except in unusual cases set forth in the act. This provision changed practically the whole number upon whom the restriction fell from employees to annuitants, for only 18 extensions of those who had served beyond retirement age for more than four years were allowed by the commission.

The question whether continuances for periods of less than two years might be authorized under the act was submitted to the Attorney General, who, in an opinion of June 11, 1931, said:

If the statute left room for the exercise of discretion as to the period of extension it would defeat its own purpose. It seems entirely clear that it does not, and that all extensions must be for two years.

RETIREMENT AGE

The experience of the commission indicates the desirability of an amendment of the act which will permit the retirement at an age lower than 68 of those clerical, professional, and scientific employees who have served the Government for a generation. Such an amendment would be safe, for annuities are not yet large enough to tempt those in health and vigor, in any considerable percentage, to relinquish their salaries for the smaller annuity. Individuals differ so greatly in stamina and alertness that such a permissive provision would be conducive to greater efficiency in the service as well as merciful to the employees. An arbitrary retirement age fits few of the individuals to whom it applies. This fact is recognized by the provision in the act permitting retention in the service for as much as four years beyond the usual retirement age. It might well be further recognized by amendment permitting retirement based upon length of service to a greater extent than the present 2-year option allows.

SEPARATION FOR DISABILITY

In the commission's report for the year ended June 30, 1929, the statement was made that the separation of an employee retired on

disability annuity is just as involuntary as a separation because of reduction of force; and the view was expressed that in case of inability to secure reinstatement when annuity is discontinued by reason of recovery from disability, the person affected should, if 45 years old, be entitled to a deferred annuity to begin at the age of 55, or to an immediate annuity if already 55 years of age. The commission still holds those views. The truth of the statement made in 1929 and the justice of the recommendation are recognized in section 4 of the Canal Zone act, effective July 1, 1931, applying to employees on the Isthmus of Panama.

APPORTIONMENT, AND RESIDENCE AND DOMICILE

APPORTIONMENT

The civil service act of 1883 provides that "as nearly as the conditions of good administration will warrant * * * appointments to the public service * * * in the departments at Washington shall be apportioned among the several States and Territories and the District of Columbia upon the basis of population as ascertained at the last preceding census."

The commission has made every possible effort to maintain approximate equality under the apportionment provision. Conditions altogether beyond its control brought about inequalities from the very first, and these continue.

Residents of States in arrears are constantly urged to qualify in examinations and take advantage of the increased opportunity of appointment that naturally accompanies arrearage under the apportionment. With the exception that veterans are certified for appointment without regard to their residence, it is the policy to refuse to certify eligibles who are residents of States in excess under the apportionment when residents of States in arrears are available. On October 5, 1931, the procedure in certifications for the apportioned departmental service was changed so that residents of States, and of the District of Columbia, in excess under the apportionment are not considered at all when residents of States in arrears are available as eligibles. Formerly, those with high ratings in States in excess, excepting residents of Maryland, Virginia, and the District of Columbia, were considered ahead of those with very low ratings in States in arrears.

The commission now denies the request for reinstatement in the apportioned service of a person claiming residence in a State which has received appointments in excess of its share, if there is an existing register of eligibles, of residents of States in arrears, for the position to which reinstatement is requested. The same denial

is made in cases of proposed transfer which involve the apportionment, under the same conditions. The restriction, however, does not apply if the person proposed for reinstatement or transfer is entitled to preference because of military or naval service.

RESIDENCE AND DOMICILE LAWS

In the act of 1883, in connection with the apportionment provision, it is specified that "every application for an examination shall contain * * * a statement, under oath, setting forth his or her *actual bona fide residence* at the time of making the application, as well as how long he or she has been resident of such place." On July 11, 1890, a new law required that thereafter applicants for positions in the departments at Washington should furnish proof, in the form of a certificate of an officer of the county and State of which the applicant claims to be a citizen, of such *bona fide residence* for a period of not less than six months next preceding.

These provisions of law did not prove to be sufficiently restrictive. Many persons who lived in the District of Columbia and had their interests there claimed legal residence in one or another of the States and found it easy to obtain the required certificate of such residence. Accordingly, an act of July 2, 1909, as amended on March 3, 1919, provides, in addition, that "no person shall be eligible for such examination or appointment unless he or she shall have been *actually domiciled* in such State or Territory for at least one year previous to such examination."

It is clear that the use of the term "actually domiciled" in the law as it now stands means something more than "actual bona fide residence," or legal residence; that it was the intention that the requirement of actual domicile should result in a more effective administration of the apportionment.

DIFFICULTIES OF ADMINISTRATION

In the administration of the legal requirements of both *bona fide residence* and *actual domicile*, the commission has had to meet the contentions of those persons who have moved from one State to another within the 1-year period, thus establishing a new domicile and becoming unable to give proof of domicile in any State for the year immediately preceding. Also, it is found that in many instances persons who live in the District of Columbia, Maryland, Virginia, or another State which has received appointments in the apportioned service in excess of its quota, find temporary employment in a State in arrears under the apportionment for the evident purpose of establishing residence and domicile in such State to enable them to secure employment in the Government service in Washington. Further

difficulty is met where the applicant has been absent for long or short periods from the State in which residence and domicile are claimed. In such cases the commission must sit in judgment, and the pages upon pages of court decisions in the matter of domicile, and citations of authorities and arguments, are evidence of the intricacies of the question.

A change in the laws relating to residence and domicile seems desirable. In the Seventy-first Congress, a bill to provide such a change was introduced in the House, but no final action on it was taken. This bill specified, in place of the present residence and domicile requirements, proof that the applicant is a *qualified voter* in the State or Territory where residence is claimed. Provision was made for residents of the District of Columbia and for those below voting age. Such a change would place the burden squarely upon the applicant. What may rightly be called the confusion existing under the present laws has resulted in litigation since the last annual report of the commission, and it is believed that a new law basing the apportionment on the privilege of voting would make practicable a closer application of what is understood to be the intention of Congress, as well as a simplification of administrative procedure.

SELECTION OF ATTORNEYS

EXCEPTED POSITIONS

Schedule A of the civil-service rules, which lists the positions excepted from examination under the rules, includes this paragraph: "Attorneys, assistant attorneys, and special assistant attorneys, except those in the Veterans' Bureau (now Veterans' Administration)." Other sections of Schedule A except certain legal positions in specified branches:

Schedule B of the civil service rules, which lists positions which may be filled upon noncompetitive examination under the rules, until recently provided for noncompetitive examinations for attorneys under the Veterans' Administration, and still allows such examinations for attorneys of the Federal Farm Board.

District attorneys under the Department of Justice are appointed through nomination by the President and confirmation by the Senate. Provisions of law except from the application of the civil-service act and rules attorneys under the Bureau of Prohibition, the Shipping Board, the Federal Trade Commission, the Federal Farm Loan Board, and the Federal Reserve Board, and also those in the General Accounting Office and the Bureau of the Budget when the salary paid is more than \$5,000 a year. The acts relating to the Federal Farm Loan Board and the Federal Reserve Board provide

"that nothing herein shall prevent the President from placing said employees in the classified service."

Attorneys of the Bureau of Prohibition were appointed under the competitive-examination system until the passage of the act transferring prohibition-enforcement work from the Treasury Department to the Department of Justice.

COMPETITIVE POSITIONS

Probate attorneys for the Five Civilized Tribes and the tribes of the Quapaw Agency, seven in number, are required by law to be appointed through examination.

An Executive order of June 3, 1931, amended Schedule B of the rules by placing attorneys of the Veterans' Administration in the competitive classified service. The order was issued on the request of the Administrator of Veterans' Affairs with a view to raising the standard of the legal personnel of his organization by adopting a procedure which excludes the factor of personal or political pressure. This order was a step toward uniformity in the selection of appointees for legal work in the Government service. As will be seen from the foregoing, however, uniformity is far from being attained.

The Veterans' Administration, the Interstate Commerce Commission, and to some extent the Treasury Department, are the large governmental agencies in which the competitive-examination system is followed in the selection of attorneys. The requirement of competitive examinations for the appointment of attorneys under the Interstate Commerce Commission came through an agreement made between that commission and the Civil Service Commission in 1916. The Interstate Commerce Commission was willing to enter into this agreement, notwithstanding the fact that it could appoint attorneys without examination, because of the satisfactory results of the application of the competitive principle to other important positions in its organization.

The Treasury Department makes use of standard qualifications for some of its legal appointees, each such case being submitted to the Civil Service Commission with a sworn statement of the education, training, and fitness of the person considered for appointment. On the basis of this statement, by agreement with the Treasury Department, the commission determines whether the nominee meets the requirements of the position applied for. The competitive classified service includes a group of 219 employees engaged in estate tax examining work of the Treasury Department, and another of 47 attorneys in the Bureau of Industrial Alcohol of that department.

NUMBER IN LEGAL GROUP—CLASSIFICATION RECOMMENDED

Including the field force of the Department of Justice, which consists of 91 district attorneys, 451 assistant district attorneys, 135 special assistants, and 130 assistants to the Attorney General, there are 2,933 positions in the legal group of the executive civil service, to but 924 of which the competitive system applies.

Practically all of the legal positions excepted from competitive examination are in the series designated by the Personnel Classification Board as the attorney series and the legal counsel and assistant series. Appointments have been made in both of these series for some branches of the service through competitive examinations under the commission, with results satisfactory to the departments concerned. Attorneys in the various executive establishments are, in the main, engaged in similar lines of work, in work to which similar tests of qualifications might easily be applied. The commission recommends the extension of the competitive system to positions of attorney and other legal positions in the entire executive branch, with the possible exception of a few positions which might be shown by a survey to be properly outside the classified service.

The commission has facilities for insuring wide competition and for rating applicants in relative order according to their ability to perform the duties of the places sought, as shown by their education and their achievements in legal work. The objective of uniformity in selection may be achieved by the revocation of those sections of Schedules A and B of the rules which relate to attorneys and other legal positions, and by the amendment of laws which place such positions in some branches outside the classified service.

Provisions of law except from examination 314 of the 2,009 positions now outside the classified service. Ninety-one of these are United States district attorneys, 68 serve under the Bureau of Prohibition, 27 under the Shipping Board, 125 under the Federal Trade Commission, 2 in the General Accounting Office, and 1 in the Bureau of the Budget. The 1,695 positions which could be placed in the classified service by Executive order are distributed among most of the other branches of the executive service, many in some and few in others.

NATIONAL COMMISSION ON LAW OBSERVANCE AND ENFORCEMENT

The National Commission on Law Observance and Enforcement engaged Mr. Alfred Bettman of the Cincinnati bar to make certain surveys in connection with its general inquiry. Mr. Bettman described his report as "An analysis of the surveys of the administration of criminal justice relating to the subjects of prosecution and

courts." In his report Mr. Bettman included, in a "summary of major conclusions and recommendations," this paragraph:

Increase of compensation of prosecuting attorneys, increase of civil service methods in the selection, retention, and promotion of members of the staffs of prosecuting attorneys, and other features which will tend to promote an improvement in the professional capacity and caliber of these officials and staffs.

In its report to the President, the National Commission on Law Observance and Enforcement made this as its first recommendation:

Elimination, so far as may be possible in our system of government, of political considerations in the selection and appointment of Federal district attorneys and prosecuting officers and of appointments based upon political activity or service.

DEPUTY COLLECTORS OF INTERNAL REVENUE

For many years the commission has recommended restoration to the classified service of all positions of deputy collector of internal revenue, in the interest of economy and efficiency. It now renews that recommendation.

Deputy collectors of internal revenue are excepted from the application of the civil-service law and rules by an act of Congress approved October 22, 1913. Excepting presidential appointees, and excepting also storekeepers and gagers who are now employed under the Bureau of Industrial Alcohol, the number of employees of all kinds in the 65 internal revenue collection districts when deputy collectors were placed in the unclassified service was 1,315. The number of such employees at the end of each of certain fiscal years from 1913 to 1931 follows:

Year	Number classified	Number excepted	Total	Per cent classified	Per cent excepted
1913.....	1,315	0	1,315	100.0	0
1914.....	932	712	1,644	56.7	43.3
1917.....	796	1,438	2,234	35.7	64.3
1922.....	2,214	4,825	7,039	31.4	68.6
1927.....	1,010	3,977	4,987	20.0	80.0
1931.....	924	3,710	4,634	19.9	80.1

It will be seen that from 1914 to 1931 the percentage of classified positions in the field force of the Internal Revenue Service decreased from 56.7 to 19.9, while the percentage of positions filled as unclassified deputy collectors increased from 43.3 to 80.1.

The figures show a decrease in the number of employees in the internal revenue field force from 1922 to 1931. This reduction resulted from lessening of the volume of internal-revenue work. Still further reduction might have been made if the civil-service law and rules had been applied to this branch as they were before the act of

1913, for there is abundant evidence that whenever a group of positions is placed under the civil service law fewer employees are needed to perform the work done by the unclassified employees.

BENEFIT OF COMPETITION

Annual reports of the Commissioner of Internal Revenue afford an interesting comparison between conditions under the merit system of appointments, as shown in 1912, and those which prevailed in 1896, before the competitive principle was applied to the Internal Revenue Service generally:

	Fiscal year ended June 30, 1912	Fiscal year ended June 30, 1896
Total collections.....	\$321, 615, 894	\$146, 830, 615
Total expenses.....	\$5, 509, 983	\$4, 086, 292
Cost of collection per \$100.....	\$1. 71	\$2. 78
Number deputy collectors employed.....	1, 257	962
Number of clerks employed.....	129	185
Number of messengers employed.....	14	27
Salaries paid deputy collectors, clerks, and messengers.....	\$1, 818, 239	\$1, 504, 186
Number gagers, storekeepers, and storekeeper-gagers.....	2, 172	2, 551
Number gallons gaged.....	544, 020, 347	269, 334, 762

Some of this notable improvement in efficiency was undoubtedly due to better conditions under which the work was done and to better administrative methods; but the competitive-examination system is clearly entitled to a share in the causes of this showing of economy. It is fair to add that the examination system must have contributed to better methods of administration by providing a more intelligent and capable force and one more amenable to discipline than could have been obtained otherwise.

This commission regards the law of 1913, placing deputy collectors of internal revenue outside the classified service, as a partial return to the spoils system. It can see no valid reason for the exception.

Under present conditions, when reductions of force are made they are likely to be at the expense of the competitive classified employees. They were not appointed on the recommendation of the politically powerful.

An attempt was made in the Seventieth Congress to amend the law of 1913 so as to provide that all officers and employees in the field service of the Bureau of Internal Revenue be appointed in accordance with the civil service laws and regulations. The amendment was rejected in both Houses of the Congress.

The duties performed by deputy collectors are not materially different from those of many other classified employees. The commission is well able to fill the places through competition. The

restoration of all positions of deputy collector of internal revenue to the classified service is urged.

DEPUTY MARSHALS

What has been said in the foregoing regarding deputy collectors of internal revenue applies as well to office deputy marshals. These employees also were expected from the provisions of the civil service law and rules by the act of Congress approved October 22, 1913, and this, too, in the opinion of the commission, was a backward step in the general advance of the merit system.

There is no peculiarity in the duties of an office deputy marshal to justify the exception. His work is on books, accounts, dockets, and the like in the marshal's office. He may be called upon to serve process if necessary.

The commission is unalterably of the opinion that office deputy marshals should be restored to the classified service. This view is held notwithstanding the fact that a bond is required for the faithful performance of duty. A number of other positions in the Government service which require a bond are filled through competitive examination; and there is not the slightest reason why the commission can not set up a test of fitness which will provide satisfactory eligibles for the performance of the duties of office deputy marshals. Indeed, the commission is convinced that the standard of office deputies would be raised through open competition.

EXAMINATION FOR LAW-ENFORCEMENT POSITIONS

When the act of March 3, 1927, applied the provisions of the civil-service law and rules to all positions under the Bureau of Prohibition except that of the Commissioner of Prohibition (the assistant commissioner and attorneys have since been excepted by law), the commission supplemented the basic examination tests by a searching investigation of the life histories of applicants for employment in prohibition-enforcement work. Those already employed were subjected to the same tests and investigations that were applied to new recruits.

It was expected that the character investigations would disclose a considerable number of applicants unfit for employment under the Bureau of Prohibition, but the results were so startling that the commission was convinced of the advisability, even the necessity, of not only continuing such investigations in connection with examinations for prohibition-enforcement positions, but of extending them to recruiting for other law-enforcement branches.

The commission is now requiring a character investigation before determining final eligibility of candidates for numerous positions in the Bureau of Prohibition and the Bureau of Prisons under the Department of Justice; in the Bureau of Industrial Alcohol, the Bureau of Customs, the Bureau of Narcotics, and the Secret Service of the Treasury Department; for immigrant inspector and patrol inspector under the Bureau of Immigration of the Department of Labor; for food and drug inspector under the Department of Agriculture, and for the police and fire departments of the District of Columbia.

RESULTS OF CHARACTER INVESTIGATIONS

In the last fiscal year nearly 5,000 individual character investigations were made. Such an investigation consists of a personal inquiry by a representative of the commission covering a number of years immediately preceding. In each search of this kind the investigator gathers and reports every scrap of available information which may be used in determining whether the applicant should properly be placed in a position of trust.

A compilation of the results of character investigations made in the fiscal year shows that about 40 per cent of those whose records were searched were found to be unfit for employment in the positions for which they applied. The percentages of those thus eliminated from further consideration for employment in various positions are: Deputy prohibition administrator, 53 per cent; senior prohibition investigator, 47 per cent; prohibition agent, 40 per cent; storekeeper-gager, 31 per cent; private, Metropolitan police department, District of Columbia, 48 per cent.

The commission believes that the results of its character investigations justify the extension of such inquiries to include applicants for all positions other than clerical in all agencies which have to do with law enforcement and in other activities in which employees represent the Government in the handling of money or claims or in determining suitability for employment in the Government service. Effort in this direction is now limited by the funds available for the work.

ORAL EXAMINATIONS

For certain types of Government work personality is an important consideration, particularly where the employee is called upon to meet and deal with the public in matters of more than ordinary moment. In recruiting for positions such as these, so far as its means permit, the commission is adding an oral examination to determine through personal contact and observation whether the candidate possesses the personal qualities necessary for the successful performance of

the duties of the position sought. Failure to meet the established standards of an oral examination results in the elimination from consideration of the person thus examined, even though all other examination requirements have been met. As in the case of character investigations, the commission is restricted in the extension of oral examination by lack of funds.

FINGERPRINTS

The results of limited use of fingerprints in connection with civil-service examinations over a period of several years have proved their value as an aid in the endeavor to keep undesirable persons out of the Government service. In the year ended June 30, 1931, of 20,743 persons fingerprinted by the commission, 962, or 1 in 22, were found to have been fingerprinted before somewhere in the United States because of offences against law or regulation, serious or trivial. In the preceding fiscal year, 1 in 14 of those fingerprinted had been arrested and fingerprinted at some time. This difference in the results in the two years may well be explained by a diminishing number of applicants with criminal records, due to a more widespread knowledge of the commission's ability to discover through fingerprints records which applicants would like to conceal. This deterrent effect was expected.

Beginning on July 1, 1931, the commission was provided with funds which enable it to fingerprint all persons appointed under the provisions of the civil service act and rules, and the only exceptions are those appointed under Schedule A of the rules, fourth-class postmasters with annual compensation lower than \$500, and temporary appointees unless the appointing officers request the fingerprinting of such appointees. It will continue to take fingerprints in the examination stage as a part of the character investigation made in examinations for law enforcement positions.

The commission may be depended upon to discriminate between the person who has violated a traffic regulation and one who is a bank robber, and between the real criminal and one who at some time has made a false step and has atoned by right living.

The commission believes that, in the interest of economy, all fingerprint records of various branches of the Federal Government should be centralized in one organization.

POLITICAL ACTIVITY

The number of instances of political activity on the part of classified employees in which the commission took action in the last fiscal year is 28 more than in the previous year. Only 119 of the 468,050

classified employees were involved. The charges and results are listed below.

Nature of political activity investigated	Recommendation						Total
	Required to discontinue	Required to withdraw	Caution, warning, or reprimand	Removal or resignation	Suspension, or reduction in salary	Charges not sustained	
Serving on election boards.....					1	1	2
Taking an active part in political conventions, campaigns, and elections.....			7	3	5	13	28
Electioneering.....						1	1
Influencing voters by use of money.....						1	1
Becoming a candidate for elective office.....		2	1	1			4
Soliciting support for political candidates.....			2		2	1	5
Holding office in political organization.....		5				1	6
Activity in school controversy.....	1		4		1	2	8
Miscellaneous (minor offenses and 2 or more charges).....	1		24	1	8	30	64
Total.....	2	7	38	5	17	50	119

UNIFORMITY OF PENALTIES

Sometimes the departmental officials accepted the commission's recommendation and took disciplinary action accordingly, but in a number of flagrant violations, for which the recommendation was removal from the service or suspension from duty and pay for periods varying according to the gravity of the offense, the departments inflicted a much milder penalty, often merely reprimanding the employee and cautioning against further political activity. Civil-service Rule XII, section 2, provides that "in making removals or reductions, and in other punishment, like penalties shall be imposed for like offenses." The civil-service rules give the commission no power to impose penalties upon Federal employees outside its own force; it can only recommend. Unless the rules are amended so as to require the employing departments to carry out the commission's recommendations, it is not probable that like penalties will be imposed for like violations of the political-activity rule.

ARLINGTON COUNTY, VA.

The question of permitting Federal employees residing in Arlington County, Va., to take active part in the county government, frequently presented to the commission, was again brought up by a petition to the President asking for an Executive order to make participation in county politics permissible. At a hearing held before the commission on May 7, 1931, Arlington County officials, Federal employees, and other interested persons presented arguments

in support of the proposal. The commission had been unwilling to make favorable recommendation on requests previously made, but in view of the large number of classified employees permanently residing in Arlington County, which has no incorporated towns, and also of the change in the form of the county government, effective January 1, 1932, under which the county will have practically the status of an incorporated municipality, it recommended favorable action on the petition, which was taken in an Executive order of May 20, 1931.

PROPOSED AMENDMENT OF RULE

It is recommended that section 1 of civil service Rule I be amended in line with a provision contained in the second paragraph of the order of May 20, 1931, which is as follows:

In the exercise of the privileges granted by this order, officers and employees must not neglect their official duties and must not engage in National or State politics in violation of the civil-service rules. *If there is such violation, the head of the department or independent office in which the person is employed shall inflict such punishment as the Civil Service Commission shall recommend.*

PRIVILEGES DENIED OR GRANTED

Requests were made during the year for approval of the holding by individual classified employees of various local offices, among which were the following which were disapproved as being prohibited by Executive orders of January 17 and 28, 1873, forbidding Federal officeholders and employees to hold office or appointment under State, Territorial, or municipal government, with certain exceptions: Member of budget committee, Providence, R. I.; member of zoning committee, Middletown, R. I.; member of finance committee, Rockland, Mass.

The commission made no objection to service by a classified employee as chairman of the citizenship committee of the Atlanta Federation of Trades, under the conditions set forth in the letter of inquiry.

The privilege provided by Executive order of August 27, 1919, was extended to employees of the Naval Powder Factory, Indianhead, Md., and employees of the Engineer Department at large, Gasconade, Mo., thus permitting such employees to take active part in elections held for those municipalities. These actions were taken after careful investigation, in which it was found that local conditions warranted the extension of the order to the employees affected.

The provisions of the Executive order of February 14, 1912, as amended, were extended to Cheverly, Md., to permit Federal employees permanently residing there to become candidates for and hold local municipal office.

REASONS FOR RESTRICTION

The commission received many requests for general and specific information as to the regulations governing political activity of Federal employees, indicating a widespread interest on the part of employees and the general public as well. It is believed that many violations of the political activity rule, and such antagonism toward it as exists, result from misunderstanding of the real purposes of the restriction. At every opportunity the commission points out that a purpose of the limitation is the protection of the employees themselves. The rule forbidding active participation in politics by Federal employees can not rightfully be regarded as an infringement upon personal liberty, as is sometimes said. All citizens of the United States have the right to participate in the politics of their country, but the privilege is limited in the case of Federal classified employees, and they accept this limitation when they accept Government employment. The restriction leaves the employee free to vote as he pleases and to express his views privately, but it places a bar against his influencing the thought and action of others in the interest of one political party while he is employed to serve the whole people. The classified civil-service employee is not expected to participate in politics. Politics in that sense is distinct, of course, from the political duty of the citizen.

WOMEN IN THE SERVICE

More and more do registers of eligibles reflect the ever-increasing extent to which women are preparing themselves for more responsible administrative places and for positions of a technical, professional, or scientific character. Definitely in the past is the belief that women should not aspire to employment beyond a clerkship, either in private business or in government.

APPOINTMENTS OF WOMEN

In the fiscal year 1931, 7,976 women were appointed to positions in the Federal classified service. Of this number, 1,041 were appointed as fourth-class postmasters. In addition to those appointed to classified positions, 110 were commissioned as postmasters at third-class offices, and 15 as postmasters at second-class offices through competitive examinations under the commission, at salaries ranging from \$1,100 to \$3,000 a year. Four hundred fifty-eight were commissioned for an additional 4-year term as postmaster, 2 at first-class offices, 47 at second-class offices, and 409 at third-class offices.

Among the appointments of women in the classified service were 107 as post-office clerks and 16 as rural mail carriers.

Of particular interest are the appointment of a woman as junior forester, another as associate commercial agent, one as assistant park naturalist, one as distilled-spirits clerk, and three as customs inspectors.

Among the positions classified as professional, to which women were appointed during the year from the eligible registers, are biochemist, associate biochemist, associate economic analyst, senior educationist, associate civil-service examiner in education, associate in historical research, senior librarian, expert in social-service administration, home economics specialist, associate medical technician, and supervisor of home demonstration work. These positions pay entrance salaries ranging from \$3,200 to \$4,600 a year.

Other appointments of women in the professional and subprofessional classes include a number as biological aides, occupational therapy aides, physiotherapy aides, and scientific aides; two as assistant architects, one as junior architect, five as junior seed botanists, one as assistant chemist, one as junior chemist, two as physicists, seven as computers, three as junior zoologists, one as assistant technologist, one as home economics writer for radio, and others as girls' advisers, assistant and junior economists, medical technicians, dental hygienists, and social workers.

Of course, the appointments included considerable numbers of women as stenographers, typists, bookkeeping-machine operators, calculating-machine operators, telephone operators, file clerks, statistical clerks, translators, dietitians, nurses, teachers, librarians, and library assistants of various grades.

WOMEN ON REGISTERS

While the foregoing covers in a general way the appointments of women during the year, further evidence of the broadening field of women's activities is the fact that the names of women appear on registers of eligibles for accountant, agricultural extension agent, attorney, associate bacteriologist, biologist, associate and assistant botanist, chief of division of statistics, physical director, editor in chief, senior educationist, junior entomologist, junior food and drug inspector, assistant lay inspector, guidance and placement officer, medical officer, associate pathologist, senior photographer, associate physiologist, printer, psychologist, assistant zoologist, junior observer in meteorology, associate physiologist and histologist, principal accounting and auditing assistant, junior mathematician, associate cytologist, assistant technical review editor, associate and assistant park historian, inspector for the Bureau of Industrial Alcohol, associate and assistant physicist, junior marketing specialist, junior investigator, assistant geologist, junior, associate, and assistant

aquatic biologist; associate in public information, and junior microanalyst.

One woman qualified as assistant electrical engineer in the specialty of lighting. The commission mentioned in its annual report of 1928 that the Government force of engineers had not been entered by women. The fact that the name of a woman appears upon a register of assistant electrical engineers, and the further fact that many women are employed in private industry as engineers, logically point to the belief that the Government roster of engineers may at an early date include the names of women.

EQUALITY OF TREATMENT

All examinations announced by the commission are open to both men and women, except that an examination may be closed to one sex or the other in case the names of a large number of men or of women already appear upon the register. Under the rules, an appointing officer has the right to specify the sex desired when he requests a certification of eligibles. If sex is not specified, the certification is made without regard to sex.

The classification act of 1923 provides that "in determining the rate of compensation which an employee shall receive, the principle of equal compensation for equal work, irrespective of sex, shall be followed." While the classification act applies only to the departmental service at Washington, so far as laws and appropriations have permitted, the departments and independent offices have allocated their field positions to conform to the classification provided by law for the departmental service.

On June 30, 1931, 30,294 women were employed in the Federal executive civil service in the District of Columbia, and 60,902 outside the District of Columbia—a total of 91,196. These figures include positions classified under the civil service law and those not so classified. We view with some amusement this law of 1870:

Women may, in the discretion of the head of any department, be appointed to any of the clerkships therein authorized by law, upon the same requisites and conditions, and with the same compensation, as are prescribed for men.

A considerable number of women are holding positions filled through nomination by the President and confirmation by the Senate.

THE DISTRICT SYSTEM

During the year a number of the 13 district offices were visited and inspected by the chief examiner or by members of the commission who were in or near district headquarters cities on other official business, and all were inspected by a representative of the central office. At an early date the branch offices will be subjected to the systematic

inquiry that has been applied to the central office, with possible changes for economy and efficiency in view.

Each of the 13 district offices is under the direction of a district manager. Under central control, the district offices supervise the procedure and requirements relating to the recruiting of applicants for most local positions, their examination, certification, and appointment.

The district offices have jurisdiction over approximately 5,000 local boards of examiners, the members of which are attached to other branches of the service, principally the Postal Service. Local board members are called upon to give information to the public regarding examinations and other civil-service matters and to conduct examinations, frequently in the case of a local board in a large city, and occasionally in the case of a local board in a small community.

Investigation work in the field, including character inquiries and oral examinations, is facilitated by the distribution of the corps of field examiners among the several district offices.

Much of the rating of clerical examinations for local positions is done in district offices. This decentralization of rating of examinations not only relieves the examining force at Washington but lessens the time between the date of an examination and the date on which the register of eligibles becomes available for use.

PORTO RICO AND THE VIRGIN ISLANDS

A survey made in 1931 shows that there are 823 Federal officers and employees in Porto Rico. These are distributed among various branches as follows:

Treasury Department	212
Department of Commerce.....	101
Department of Labor.....	14
Navy Department.....	4
Department of Agriculture.....	63
Department of Justice, including District Court.....	27
War Department.....	136
Post Office Department.....	236
Veterans' Administration.....	8
Hurricane Relief Commission.....	22
Total.....	823

Examinations for the Federal service in Porto Rico are held under the general supervision of the Chairman of the Porto Rican Civil Service Commission, who is assisted in this work for the United States Civil Service Commission by a number of local boards of examiners, composed of employees of various branches of the United States service at different places in the island.

Upon the request of Governor Theodore Roosevelt, arrangements were made to increase the number of examination points to afford

residents of Porto Rico increased facilities for competing for appointments in the Federal service.

For the insular service, a revised civil service law was drafted and passed by the insular legislature in April, 1931. It provides for a commission of three members to be appointed by the governor with the consent of the Senate of Porto Rico, and embodies most of the desirable features of a modern personnel administration. Considerable responsibility is placed in the hands of the new commission, including the promulgation of civil-service rules, which, when approved by the governor, have the force of law.

THE VIRGIN ISLANDS

Vacancies in Federal positions in the Virgin Islands may be filled without competitive examination, as provided in Schedule A of the civil-service rules excepting from examination any Federal employment in the Virgin Islands "when in the opinion of the Civil Service Commission it is not practicable to treat the position as in the competitive classified service."

When the commission made its survey of Federal activities in the Virgin Islands there were 142 Federal civilian employees serving in the following branches of the service:

Navy Department.....	84
Post Office Department.....	6
Customhouse	16
Public Health Service.....	10
Department of Agriculture.....	24
Lighthouse Service.....	2
Total.....	142

Many of the positions were in the lower grades and paid comparatively small salaries.

While the Federal positions in the Virgin Islands are not in the competitive service, a considerable number of the employees serving there have a classified status by reason of transfer from Federal positions in Porto Rico or the States. In view of the small number of positions in the Virgin Islands, the small population, and the lack of adequate educational facilities, the commission has not found it advisable to hold competitive examinations for filling vacancies in the islands.

APPROPRIATIONS AND EXPENDITURES

In the fiscal year 1931 the commission spent \$57,691 less than the amount appropriated.⁶ Under the present program it will spend

⁶ \$16,395 for rents expended by Office of Public Buildings and Public Parks,

in 1932 \$86,642 less than the amount appropriated.⁷ The appropriation recommended by the Bureau of the Budget for 1933 is \$115,622 less than the amount appropriated for 1932.⁸

The appropriations and expenditures for the fiscal year 1931 were as follows:

APPROPRIATIONS

Salaries:

Office, District of Columbia-----	\$754,550
Field-----	541,540
Expert examiners-----	2,000
Travel expenses-----	90,000
Contingent and miscellaneous expenses-----	44,760
Rent of building-----	24,592
Printing and binding-----	66,000

Total regular appropriations-----	1,523,442
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Salaries and expenses (presidential postmaster examinations)-----	27,840
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Total regular and special appropriations-----	1,551,282
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Allotment from appropriation for "Individual records, civil-service retirement and disability fund":

Salaries-----	\$18,326
Contingent expenses-----	7,212
Printing and binding-----	541
	<u>26,079</u>

Total funds available during 1931-----	1,577,361
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EXPENDITURES

Classification of objects of expenditure as set forth in General Accounting Office Bulletin No. 1, of May 11, 1922, as amended:

01 Personal services-----	\$1,329,342
02 Supplies and materials-----	69,229
04 Subsistence (care and storage of motor vehicles)-----	917
05 Communication service-----	8,722
06 Travel expenses-----	75,091
07 Transportation of things-----	995
08 Printing and binding-----	5,977
11 Rents-----	8,197
12 Repairs and alterations-----	1,066
13 Special and miscellaneous current expenses-----	627
30 Equipment-----	19,507
Total expenditures-----	1,519,670
Unexpended balance of appropriation-----	57,691
	<u>1,577,361</u>

⁷ \$24,592 for rents will be expended by Office of Public Buildings and Public Parks unless the commission's quarters are changed during the year.

⁸ No item for rents in 1933.

APPROPRIATIONS, 1932

The appropriations for the fiscal year 1932 are as follows:

Salaries:

Office, District of Columbia-----	\$863, 370
Field-----	557, 540
Expert examiners-----	2, 000
Travel expenses-----	85, 000
Contingent and miscellaneous expenses-----	40, 000
Rent of building-----	24, 592
Printing and binding-----	58, 000
Total regular appropriations-----	1, 630, 502
Salaries and expenses (presidential postmaster examinations)-----	27, 840
Total regular and special appropriations-----	1, 658, 342

SUGGESTIONS

We suggest the following changes:

1. To combine in one administrative body all Federal agencies which have to do with personnel in the civil service.

2. To authorize the President, through the Bureau of the Budget, to change allocations of funds of the several departments and independent establishments, to permit concentration of personnel in those activities where work is temporarily increased, and away from activities where decreases in work take place within the budgetary period. Such a provision would permit elasticity in the assignment of personnel, and overworked departments could be relieved, without additional expenditure, by the use of employees in other departments experiencing a temporary decrease of work. It would remove existing restrictions on interdepartmental detailing of employees.

3. To establish a central file of fingerprints in the Federal Government. This would eliminate serious duplications now existing, and furthermore, the file would be much more valuable than the several files now in use, because search in the central file would cover a wider range and many more identifications would result.

4. To create, under the direct supervision of the Civil Service Commission, a statutory board or "court of appeals" with power to hear and determine finally appeals of employees in the classified service who have been reduced in salary, rank, or grade, suspended from duty, or dismissed from the service, under regulations to be promulgated by the President, a decision of such board or court to be binding upon the department or office concerned.

5. To vest in the Civil Service Commission authority to require the infliction of penalties on employees in the classified service who have violated the civil-service act or rules.

6. To change the retirement law so that its administration in all particulars will be under the Civil Service Commission. (See p. 21.)

7. To change the retirement law to permit optional retirement after a specified term of service at an age lower than that allowed by the present law. (See p. 22.)

8. To change the retirement law to permit relief to a person retired because of disability where the disability disappears and the person is unable to secure reinstatement. (See p. 22.)

9. To place presidential positions which are not policy determining, such as collectors of customs and internal revenue, and first, second, and third class postmasters, in the competitive classified service, dispensing with confirmation by the Senate and the 4-year term of office, and giving to the President the power to make such rules and exceptions as he may deem advisable.

10. To restore to the competitive classified service deputy collectors of internal revenue and office deputy marshals. (See pp. 28-30.)

11. To place attorney positions in the competitive classified service, with such exceptions as the President may deem advisable after a survey. (See pp. 25-28.)

12. To place in the competitive classified service positions in the United States Employment Service.

13. By law, to apply the competitive-examination system to employees of the municipal government of the District of Columbia, with necessary reservations to protect the apportionment of Federal positions in the departmental service.

14. To change the laws relating to residence and domicile to provide that residence, for eligibility for the apportioned departmental service, shall be established in accordance with voting privilege. (See pp. 23-25.)

We have the honor to be, very respectfully,

THOMAS E. CAMPBELL,

G. R. WALES,

JESSIE DELL,

Commissioners.

The PRESIDENT,

The White House.

ANNUAL REPORT OF THE CHIEF EXAMINER

SEPTEMBER 15, 1931.

THE COMMISSION:

The following table shows the number of persons examined and appointed during the fiscal year ended June 30, 1931.

Examinations	Examined	Appointed
Classified service:		
For entrance—		
Professional and scientific service.....	21,967	2,107
Subprofessional and subscientific service.....	25,041	2,568
Clerical, administrative, and general business.....	118,570	17,139
Custodial, labor, and mechanical.....	75,726	16,647
Total for entrance.....	241,304	38,461
For promotion, transfer, and reinstatement.....	7,134	3,067
Total classified service.....	248,438	41,528
Unclassified service:		
Foreign Service, Department of State.....	332	-----
Designation to Military and Naval Academies ¹	2,665	-----
District of Columbia.....	120	-----
Entrance to Naval Academy ² and Coast Guard.....	2,940	-----
Philippine service (various examinations).....	653	-----
Postmaster (first, second, and third classes).....	5,306	603
Unskilled laborer.....	5,832	4,310
Total unclassified service ³	17,848	4,913
Total classified and unclassified service.....	266,286	46,441

¹ Report showing the results of the examinations of persons for designation as cadet or midshipman made to the Member of Congress for whom such examinations are held.

² The work of the commission in connection with examinations for entrance to the Naval Academy is confined to the conduct of examinations, the papers for the examinations being furnished by the Navy Department and returned to that department as soon as received by the commission from the various examination places.

³ Appointments in unclassified services are only partially reported to the commission.

The number of different occupations or kinds of positions for which examinations were held is 1,249, in addition to those held for mechanical trades and similar occupations. This number is 181 more than for the fiscal year 1930. There was a decrease of 21,071 in the total number of persons examined.

For classified positions in the several branches of the Postal Service the following table gives the number examined during the fiscal years 1930 and 1931:

Title	Persons examined in fiscal year 1930	Persons examined in fiscal year 1931
Clerk-carrier.....	70,071	41,706
Laborer, Postal Service.....	5,139	2,827
Postmaster, fourth class.....	3,070	2,646
Railway postal clerk.....	10,645	10
Rural carrier.....	6,557	6,860
Total.....	95,482	54,049

The number of information circulars, application forms, and information cards distributed during the year was 2,808,336, as compared with 3,011,693 for the preceding year. The number of visitors at the information office in Washington was 107,406, as compared with 92,924 for 1930. The number of formal applications received in the application section was 181,309, as compared with 172,166 for the preceding year. Preference claims of 69,737 ex-service men and women were investigated, 39,314 being considered in the commission's Washington office and 30,423 in its district offices.

The number of persons debarred from future examinations was 1,080, of which number 682 were barred for false statements in application, 206 because of unsuitability, 5 for offer of bribe, etc.

The fingerprints of 20,743 people were received in the fingerprint section. Inspection disclosed that in 962 cases the persons fingerprinted had police records.

There were 7,893 appeals from ratings and other action taken by the commission's force, changes being made in 913 instances.

Respectfully submitted.

H. A. EDSON, *Chief Examiner.*

APPENDIX

HISTORICAL REGISTER OF THE UNITED STATES CIVIL SERVICE COMMISSION

COMMISSIONERS

THOMAS E. CAMPBELL, *President, Arizona.*

GEORGE R. WALES, *Vermont.*

MISS JESSIE DELL, *Georgia.*

HOWARD A. EDSON, *Chief Examiner.*

JOHN T. DOYLE, *Secretary.*

List of commissioners, chief examiners, and secretaries since 1883

Name	Whence appointed	Date of oath of office	Date of retirement
COMMISSIONERS			
Dorman B. Eaton.....	New York.....	Mar. 9, 1883	Resigned Apr. 17, 1886.
John M. Gregory.....	Illinois.....	do.....	Resigned Nov. 9, 1885.
Leroy D. Thoman.....	Ohio.....	do.....	Do.
William L. Trenholm.....	South Carolina.....	Nov. 9, 1885	Resigned Apr. 17, 1886.
Alfred P. Edgerton.....	Indiana.....	do.....	Removed Feb. 9, 1889.
John H. Oberly.....	Illinois.....	Apr. 17, 1886	Resigned Oct. 10, 1888.
Charles Lyman.....	Connecticut.....	do.....	Resigned May 24, 1895.
Hugh S. Thompson.....	South Carolina.....	May 9, 1889	Resigned June 23, 1892.
Theodore Roosevelt.....	New York.....	May 13, 1889	Resigned May 5, 1895.
George D. Johnston.....	Louisiana.....	July 14, 1892	Removed Nov. 28, 1893.
John R. Procter.....	Kentucky.....	Dec. 2, 1893	Died Dec. 12, 1903.
William Gorham Rice.....	New York.....	May 16, 1895	Resigned Jan. 19, 1898.
John B. Harlow.....	Missouri.....	May 25, 1895	Resigned Nov. 14, 1901.
Mark S. Brewer.....	Michigan.....	Jan. 19, 1898	Died Mar. 18, 1901.
William A. Rodenberg.....	Illinois.....	Mar. 25, 1901	Resigned Mar. 31, 1902.
William Dudley Foulke.....	Indiana.....	Nov. 15, 1901	Resigned Apr. 30, 1903.
James Rudolph Garfield.....	Ohio.....	Apr. 24, 1902	Resigned Feb. 25, 1903.
Alford W. Cooley.....	New York.....	June 18, 1903	Resigned Nov. 6, 1906.
Henry F. Greene.....	Minnesota.....	June 20, 1903	Resigned Apr. 30, 1909.
John C. Black.....	Illinois.....	Jan. 16, 1904	Resigned June 10, 1913.
John A. McIlhenny.....	Louisiana.....	Nov. 30, 1906	Resigned Feb. 28, 1919.
James T. Williams, jr.....	North Carolina.....	May 5, 1909	Resigned May 25, 1909.
William S. Washburn.....	New York.....	May 26, 1909	Resigned June 30, 1913.
Charles M. Galloway.....	South Carolina.....	June 20, 1913	Resigned Sept. 7, 1919.
Hermion W. Craven.....	Washington.....	July 3, 1913	Resigned Mar. 16, 1919.
Martin A. Morrison.....	Indiana.....	Mar. 13, 1919	Resigned July 14, 1921.
George R. Wales ¹	Vermont.....	Mar. 17, 1919	
Mrs. Helen H. Gardener.....	District of Columbia.....	Apr. 13, 1920	Died July 26, 1925.
John H. Bartlett.....	New Hampshire.....	July 15, 1921	Resigned Mar. 12, 1922.
William C. Deming.....	Wyoming.....	Mar. 31, 1923	Resigned July 6, 1930.
Miss Jessie Dell.....	Georgia.....	Sept. 18, 1925	
Thomas E. Campbell.....	Arizona.....	July 7, 1930	
CHIEF EXAMINERS			
Charles Lyman ²	Connecticut.....	May 11, 1883	Apr. 17, 1886.
William H. Webster.....	do.....	Aug. 28, 1886	Died Mar. 23, 1896.
A. Ralph Serven.....	New York.....	June 8, 1896	Resigned June 7, 1903.
Frank M. Kiggins.....	Tennessee.....	June 8, 1903	Died Oct. 26, 1908.
George R. Wales ²	Vermont.....	Dec. 16, 1908	Resigned Mar. 16, 1919.
Herbert A. Filer ³	Maryland.....	May 25, 1920	Died Feb. 10, 1927.
Fay C. Brown.....	Iowa.....	Mar. 14, 1927	Resigned Mar. 16, 1927.
Howard A. Edson.....	District of Columbia.....	Mar. 21, 1927	
SECRETARIES			
William S. Roulhac.....	North Carolina.....	June 11, 1883	Died April 17, 1884.
Robert D. Graham.....	do.....	Apr. 25, 1884	Resigned Sept. 15, 1886.
John T. Doyle ⁴	New York.....	Sept. 15, 1886	

¹ Mr. Wales when appointed by the President as commissioner had served on the force of the commission for 14 years as clerk, examiner, law clerk, chief of division, and assistant chief examiner, and 10 years as chief examiner.

² Appointed commissioner.

³ Mr. Filer when appointed by the President had been on the force of the commission for 22 years as clerk and examiner.

⁴ Mr. Doyle was appointed stenographer to the commission Mar. 9, 1883, and promoted upon appointment by the President from that position to secretary.

RETENTION BEYOND RETIREMENT AGE

Statistics pertaining to retirement and refunds of deductions appear in reports of the Veterans' Administration. Statistics relating to continuances are maintained by this commission.

Continuances in service beyond retirement age under the act of May 22, 1920, as amended July 3, 1926, and May 29, 1930, by fiscal years

	1921	1922	1923	1924	1925	1926	1927	1928	1929	1930	1931	Total
Number of first continuances approved.....	2,965	862	905	895	1,055	1,077	1,771	1,388	1,457	1,499	1,797	15,671
Number of second continuances approved.....	-----	118	901	553	581	529	589	744	784	884	631	6,314
Number of third continuances approved.....	-----	-----	-----	-----	432	314	332	354	361	429	19	2,241
Number of fourth continuances approved.....	-----	-----	-----	-----	-----	119	160	157	188	167	7	798
Number of fifth continuances approved.....	-----	-----	-----	-----	-----	-----	-----	41	113	74	5	233
Number of sixth continuances approved.....	-----	-----	-----	-----	-----	-----	-----	-----	-----	5	5	10
Total number approved.....	2,965	980	1,806	1,448	2,068	2,039	2,852	2,684	2,903	3,058	2,464	25,267
Number of requests disapproved.....	14	8	3	3	1	6	30	2	4	3	31	105
Terminations by death of those continued.....	74	70	63	52	44	74	57	64	80	111	33	722
Terminations otherwise of those continued.....	376	622	1,059	446	454	401	444	501	610	868	1,012	6,793
Total terminations.....	450	692	1,122	498	498	475	501	565	690	979	1,045	7,515
Employees retired for age.....	6,186	1,166	1,875	1,529	1,482	1,266	1,904	1,738	1,764	1,849	3,888	24,647
Total employees retired for age plus number of continuances.....	9,151	2,146	3,681	2,977	3,550	3,305	4,756	4,222	4,667	4,907	6,352	49,914
Per cent of continuances of those of or beyond retirement age.....	32.40	45.67	49.06	48.64	58.25	61.69	59.97	60.70	62.20	62.32	38.79	-----
Number serving beyond retirement age.....	2,515	2,685	2,468	2,865	3,422	4,024	5,294	6,117	6,884	7,404	8,156	-----

¹ 18 of the 2,464 extensions were allowed employees "by reason of expert knowledge and special qualifications," who had already served four years or more beyond retirement age on Aug. 20, 1930, such extensions being permitted under the amendatory act effective July 1, 1930. 31 requests for such extensions were disallowed.

² In addition there were retirements as follows: Optional (30 years) 997; disability, 1,476; involuntary, 209.

COMMENT ON TABLE OF CONTINUANCES

Continuances are authorized by the commission, upon requests of the departments, in 2-year periods. At the end of the second year an employee must be again continued or dropped.

The alternate fiscal years beginning with 1923, show larger numbers of continuances because of renewals falling due in those years. The services of 722, or 4.61 per cent of the 15,671 who were continued, terminated by death. The services of 6,793, or 43.35 per cent terminated otherwise, leaving 8,156, or 52.05 per cent, still in service.

The whole number of employees subject to retirement is approximately 395,000.

The whole number serving under continuances is 8,156 or 2.06 per cent of the whole number subject to the retirement act. Those under continuance are beyond their retirement ages of 62, 65, or 70 years.

PRESIDENTIAL POSTMASTERS

Positions of postmasters at first, second, and third class post offices are not included in the competitive classified service but are filled through nomination by the President and confirmation by the Senate. For such positions, however, examinations are held by the Civil Service Commission, at the request of the Postmaster General, under an Executive order issued May 10, 1921, and revised

July 27, 1921, November 5, 1926, June 22, 1928, and May 1, 1929, which provides as follows:

"When a vacancy exists or occurs in the position of postmaster of an office of the first, second, or third class, if such vacancy is not filled by nomination of some qualified person within the competitive classified civil service, the Postmaster General shall certify the fact to the Civil Service Commission, which shall forthwith hold an open competitive examination to test the fitness of applicants to fill such vacancy, and when such examination has been held and the papers submitted therewith have been rated the commission shall furnish a certificate of not less than three eligibles, if the same can be obtained, to the Postmaster General, who shall submit to the President the name of one of the highest three eligibles for appointment to fill such vacancy: *Provided*, That the Postmaster General may reject the name of any person or persons so certified if he shall find that by reason of character or residence such person or persons shall have become disqualified after said examination, in which event he may request said commission to complete the certificate of three names; provided that no person who has passed his 65th birthday at the date for close of receipt of applications for such examination shall be permitted to take the same unless he has been continuously in the Postal Service for two years immediately preceding such date: *And provided further*, that no person shall be examined for postmaster who has not actually resided within the delivery of the office for which application is made for two years next preceding such date: *And provided further*, that at the expiration of the term of any postmaster, or anticipating such expiration, the Postmaster General may, in his discretion, request the Civil Service Commission to hold an examination, or he may submit the name of such postmaster to the President for renomination without examination.

"If, pursuant to this order, it is desired to submit to the President for nomination the name of a person in the competitive classified service, such person must first be found by the Civil Service Commission to possess the requisite qualifications.

"No person who has passed his 65th birthday shall be appointed acting postmaster in an office of the first, second, and third class unless he is already in the Postal Service."

On October 14, 1921, the following Executive order was issued:

"While the appointment of presidential postmasters is not within the legal scope of the civil-service law and, therefore, as a matter of law, no 'preference' is applicable thereto, yet, in order that those young men and women who served in the World War, having their scholastic and business experience intercepted and interrupted thereby, may not suffer any disadvantage in the competition for such postmasterships, I direct the Civil Service Commission in rating the examination papers of such candidates, to add to their earned ratings five points and to make certification to the Postmaster General in accordance with their relative positions thus acquired.

"I further direct that the time such candidates were in the service during the World War may be reckoned by the commission in making up the required length of business experience; and that all age limitations be waived."

The benefits of the Executive order of October 14, 1921, have since been extended to veterans of the Spanish-American War and of the Philippine insurrection.

Persons appointed as a result of an examination held in accordance with the Executive order will not thereby attain a competitive civil-service status, and will not thereby become eligible for a position in the competitive classified service; but a person already in the competitive classified service who is appointed or promoted to one of these positions will not thereby lose the privilege of retransfer

to a competitive classified position provided his service is continuous and satisfactory. Postmasters who are not renominated must compete in examinations with other applicants.

On July 1, 1931, there were 48,733 post offices. Of these, 33,238 were fourth class. Fourth-class postmasters are appointed by competitive examination and are subject to the civil-service rules. The remaining 15,495 postmasterships are not included in the competitive classified service, the incumbents being appointed by the President subject to confirmation by the Senate. Of these 15,495 offices, 1,181 were of the first class, with a salary of \$3,200 or higher, 3,512 were of the second class, with a salary ranging from \$2,400 to \$3,000 inclusive, and 10,802 were of the third class, with a salary ranging from \$1,100 to \$2,300 inclusive.

Between the date of the issuance of the President's order of May 10, 1921, and July 1, 1931, 22,410 examinations were requested under the order, 1,291 of which were for first-class offices, 4,503 for second-class offices, and 16,616 for third-class offices. The commission has reported to the Post Office Department the results of 1,262 examinations for postmasters at first-class offices, 4,408 examinations for second-class offices, and 16,352 examinations for third-class offices.

During the same period the Post Office Department reported 18,889 nominations for appointment as the result of examinations, 1,130 in first-class offices, 3,901 in second-class offices, and 13,858 in third-class offices. Of the total number nominated, 3,485 had been granted military preference.

Postmasters appointed by promotion during the period mentioned numbered 102 in first-class offices, 136 in second-class offices, and 3,795 in third-class offices. Most of the promotions in third-class offices were made in connection with the retention of postmasters who were serving when the offices were advanced from fourth class.

Of the 15,495 presidential postmasters, 5,998 had experience in the Postal Service prior to appointment as postmaster.

The following statement shows the number and causes of vacancies in presidential postmasterships reported for the year ended June 30, 1931; the number of post offices for which eligibles were supplied through examinations, and the number of promotions:

Vacancies in postmasterships at first-class offices:

Resignations.....	9
Removals.....	5
Deaths.....	21
Expiration of commissions.....	57
Office established.....	1
Total.....	93
Post offices for which eligibles were supplied.....	93
Promotions authorized.....	8

Vacancies in postmasterships at second-class offices:

Resignations.....	35
Removals.....	22
Deaths.....	38
Expiration of commissions.....	136
Total.....	231
Post offices for which eligibles were supplied.....	216
Promotions authorized.....	10

Vacancies in postmasterships at third-class offices:

Resignations.....	111
Removals.....	72
Deaths.....	105
Expiration of commission.....	215
Offices advanced from fourth class.....	35
Total.....	538
Post offices for which eligibles were supplied.....	472
Promotions authorized ¹	1

FOURTH-CLASS POSTMASTERS

During the fiscal year ended June 30, 1931, the Post Office Department reported 962 vacancies at fourth-class post offices with compensation at \$500 per annum or more. Of these, 592 were caused by resignation, 136 by removal, 209 by death, 3 by declination to accept appointment, 14 by relegation of the office from third to fourth class, and 8 by transfer of the postmaster to another position. There were 957 persons reported as appointed, 514 men and 443 women. Of those appointed, 136 had been granted military preference.

Appointments at offices with an annual compensation lower than \$500 are made upon the reports of post-office inspectors regarding the relative merits of the applicants. A copy of the inspector's report in each case is forwarded by the Post Office Department to the commission for review and approval. During the year 1,515 such appointments were reported, 895 appointees being men and 620 women. Of these appointments, 174 were at newly established offices. Appointments were made to fill 1,019 vacancies caused by resignation, 111 by removal, 210 by death, and 1 by declination of appointment by the person selected. In 152 cases the compensation of the office was \$500 per annum or more, but as a sufficient number of eligibles were not obtained through examination to permit selection, authority was granted the Post Office Department to fill the positions under the regulations governing appointments at offices with compensation lower than \$500 a year.

The following table shows the number of vacancies reported during the year in fourth-class offices, including those with an annual salary of \$500 or more and those with a salary lower than \$500; the number of certifications issued; the number of appointments, and the number of separations:

Vacancies reported at offices with an annual salary of \$500 or more:

Resignations.....	592
Removals.....	136
Deaths.....	209
Declinations.....	3
Relegated from third class.....	14
Separations by transfer.....	8
Total.....	962
Certificates issued.....	1, 072
Less certificates returned unused.....	119
	953

¹ General authority has been granted the Post Office Department to promote fourth-class postmasters to third-class postmasters when their offices are advanced to the presidential class.

Appointments reported:

Men.....	514
Women.....	443
Total.....	957

Vacancies reported at offices with an annual salary lower than \$500:

Resignations.....	1, 019
Removals.....	111
Deaths.....	210
New offices.....	174
Declinations.....	1
Total.....	1, 515

Vacancies in offices with an annual salary of \$500 or more filled as the result of investigation by a post office inspector after examination failed to furnish a sufficient number of eligibles.....

152

Appointments at offices with an annual salary lower than \$500:

Men.....	895
Women.....	620
Total.....	1, 515

RURAL CARRIERS

On June 30, 1931, the number of rural routes in operation in the United States was 42,412, service being rendered on these routes by 42,323 carriers. During the fiscal year ended June 30, 1931, 464 appointments were made through examination. Women received 15 of the appointments. Of the total number of appointees, 231 were granted military preference. Of these, 79 were granted disability preference, 1 wife preference, and 1 widow preference.

During the year declinations of appointment numbered 12, resignations 80, deaths 273, removals for cause 92, separations without prejudice 30, separations by transfer 177, and discontinuances under the provisions of the retirement act 706, making a total of 1,370 separations. The Post Office Department reported the establishment of 73 new routes.

Of the number of routes upon which vacancies occurred, 939 were discontinued, thus eliminating the necessity of making new appointments. The Post Office Department found in each of these cases that the territory of the discontinued route could be absorbed by other routes.

The following statement shows the number of vacancies filled during the year and the manner in which they were filled:

Appointed through examination:

Men.....	449
Women.....	15
Total.....	464
Reinstated.....	15
Transferred.....	247

EXECUTIVE ORDERS

ORDERS AMENDING THE CIVIL-SERVICE RULES

AMENDMENT OF RULE IX, SECTION 1, REINSTATEMENT OF PROBATIONER IN ANY PART OF THE SERVICE

March 3, 1931.

Civil-Service Rule IX, section 1, is amended by adding a new paragraph to read as follows:

"(e) An employee involuntarily separated during or at end of probation, without fault on his part, may be reinstated to serve a new probation in any part of the service, in any position for which he has qualified, or can qualify in an appropriate noncompetitive examination, subject to the other provisions of the civil-service rules."

AMENDMENT OF RULE X, SECTION 6, TRANSFERS IN THE NONAPPORTIONED SERVICE

November 11, 1930.

Section 6 of Civil-Service Rule X governing transfers in the classified service is hereby amended by striking out the phrase "among the different offices of the same customs district," and substituting therefor the phrase "within the same branch of the field service of a department or office"; also by striking out the words "among post offices."

As amended section 6 is as follows:

"In the nonapportioned service transfers within an office, within the same branch of the field service of a department or office, among the military staff departments, and from the War Department to any military staff department, may be made without certificate of the commission, subject to the limitations prescribed in section 5 of this rule, unless otherwise provided by regulation of the commission."

AMENDMENT OF THE CIVIL-SERVICE RULES RELATING TO VETERAN PREFERENCE

April 24, 1931.

The civil-service rules are hereby amended as indicated below.

Rule VI, paragraph 1, is amended to read as follows by eliminating the sentence "Applicants for entrance examination who, because of disability, are entitled either to a pension by authorization of the Bureau of Pensions or to compensation or training by the Veterans' Bureau, and widows of honorably discharged soldiers, sailors, and marines, and wives of injured soldiers, sailors, and marines who themselves are not qualified, but whose wives are qualified for appointment, shall have ten points added to their earned ratings," and substituting therefor the sentence "Applicants for entrance examination who are honorably discharged and who establish by official records the present existence of a service-connected disability, and widows of honorably discharged soldiers, sailors, and marines, and wives of honorably discharged soldiers, sailors, and marines who because of service-connected disability are themselves not qualified but whose wives are qualified for appointment, shall have ten points added to their earned ratings; and this shall also apply to retired officers and enlisted men who establish through official sources the present existence of a service-connected disability in the same manner as is required of others who are granted disability preference":

"Examination papers shall be rated on a scale of 100, and the subjects therein shall be given such relative weights as the commission may prescribe. Honorably discharged soldiers, sailors, and marines shall have five points added to their earned ratings in examinations for entrance to the classified service. Applicants for entrance examination who are honorably discharged and who establish by official records the present existence of a service-connected disability, and widows of honorably discharged soldiers, sailors, and marines, and wives of honorably discharged soldiers, sailors, and marines who because of service-connected disability are themselves not qualified but whose wives are qualified for appointment, shall have ten points added to their earned ratings; and this shall also apply to retired officers and enlisted men who establish through official sources the present existence of a service-connected disability in the same manner as is required of others who are granted disability preference. In examinations where experience is an element of qualifications, time spent in the military or naval service of the United States during the World War or the war with Spain shall be credited in an

applicant's ratings where the applicant's actual employment in a similar vocation to that for which he applies was temporarily interrupted by such military or naval service but was resumed after his discharge. Competitors shall be duly notified of their ratings."

Rule VI, paragraph 2, is amended to read as follows by eliminating the clause "but the names of disabled veterans, their wives, and the widows of honorably discharged soldiers, sailors, and marines shall be placed above all others," and substituting therefor the clause "but the names of persons entitled to disability preference as defined in paragraph 1 of this rule shall be placed above all others":

"All competitors rated at 70 or more shall be eligible for appointment, and their names shall be placed on the proper register according to their ratings; but the names of persons entitled to disability preference as defined in paragraph 1 of this rule shall be placed above all others."

The foregoing amendments to Civil-Service Rule VI will apply to future examinations conducted by the Civil Service Commission.

Rule VII, paragraph 1(b), is amended to read as follows by eliminating the sentence "An appointing officer who passes over a veteran eligible and selects a nonveteran with the same or lower rating shall place in the records of the department his reasons for so doing," and substituting therefor the sentence "An appointing officer who passes over a veteran eligible and selects a nonveteran with the same or lower rating shall file with the Civil Service Commission the reasons for so doing, which reasons will become a part of the veteran's record but will not be made available to the veteran or to anyone else except in the discretion of the appointing officer":

"The nominating or appointing officer shall make selections for the first vacancy from not more than the highest three names certified, or on the register, with sole reference to merit and fitness, unless objection shall be made and sustained by the commission, to one or more of the persons certified, for any of the reasons stated in Rule V, section 4. For the second vacancy he shall make selection from not more than the highest three remaining, who have not been within his reach for three separate vacancies, or against whom objection has not been made and sustained in the manner indicated. The third and any additional vacancies shall be filled in like manner. More than one selection may be made from the three names next in order for appointment, or from two names if the register contains only two, subject to the requirements of section 2 of this rule as to the apportionment. An appointing officer who passes over a veteran eligible and selects a nonveteran with the same or lower rating shall file with the Civil Service Commission the reasons for so doing, which reasons will become a part of the veteran's record but will not be made available to the veteran or to anyone else except in the discretion of the appointing officer. Any eligible who has been within reach for three separate vacancies in his turn may be subsequently selected, subject to the approval of the commission from the certificate on which his name last appeared, if the condition of the register has not so changed as to place him in other respects beyond reach of certification."

The Civil Service Commission is authorized to hold quarterly examinations for positions for which there are existing registers of eligibles, such examinations to be open only to the men and women entitled to disability preference as herein provided, the names of the resulting eligibles to be entered at the head of the existing registers in the order of ratings attained in competition with the disability-preference eligibles, if any, whose names may already appear at the head of such registers.

ORDERS AMENDING SCHEDULE A

EXCEPTING FROM EXAMINATION CERTAIN POSITIONS IN THE INDIAN SERVICE

July 2, 1930.

Schedule A, Subdivision VIII, paragraph 5, of positions excepted from examination under the civil-service rules is hereby amended to except guidance and placement officers under clause (a), and by adding a new clause (l) following (k), to read as follows:

"5. In the Indian Service at large:

"(a) Indians employed as guidance and placement officers; advisers (boys) formerly disciplinarians; and in minor positions such as judge, chief of police, police private, interpreter, assistant, and weaver.

* * * * *

"(l) Agricultural extension agents and home demonstration agents employed in field positions in the Indian Service, the work of which is financed jointly by

the Indian Service and cooperating persons or organizations outside the Federal service. Appointments hereunder may be made only where the employment of a full-time agent is not justified."

EXCEPTING FROM EXAMINATION TEMPORARY CLERKS, CARRIERS, AND LABORERS IN THE POSTAL SERVICE IN CONNECTION WITH HOLIDAY OR SEASONAL BUSINESS

October 24, 1930.

Schedule A of the civil-service rules, Subdivision VII, Post Office Department, positions excepted from examination under the civil-service rules, is hereby amended by the addition of the following paragraph, to be numbered 6:

"6. Temporary clerks, carriers, and laborers required for part-time or intermittent work in the Postal Service in connection with the present holiday or seasonal business from this date to February 1, 1931."

EXCEPTING FROM EXAMINATION RESEARCH ASSOCIATES, PUBLIC HEALTH SERVICE

January 30, 1931.

Schedule A, Subdivision III, of positions excepted from examination under the civil-service rules, is hereby amended by the addition of a new paragraph, to be numbered 17, in language as follows:

"17. Public Health Service: Research associates holding fellowships for a fixed term of service in the National Institute of Health under the act approved May 26, 1930. The qualifications for such research associates shall be subject to approval by the commission."

This exception is proposed by the Treasury Department and concurred in by the commission because of the unusual qualifications required and the extraordinary character of the work.

EXCEPTING FROM EXAMINATION ONE PRIVATE SECRETARY OR CONFIDENTIAL CLERK TO EACH MEMBER OF THE FEDERAL POWER COMMISSION

February 16, 1931.

Schedule A, positions excepted from the requirement of examination under the civil-service rules, is hereby amended by the addition of a new subdivision, to be numbered XXII, as follows:

"XXII. FEDERAL POWER COMMISSION

"1. One private secretary or confidential clerk to each member of the Federal Power Commission."

EXCEPTING FROM EXAMINATION PART-TIME DENTISTS IN THE INDIAN SERVICE

March 30, 1931.

On recommendation of the Department of the Interior, and concurrence of the Civil Service Commission, Schedule A, Section VIII, paragraph 5(d), of the civil-service rules, is amended by insertion of the words "and dentists" to read as follows: "(d) Physicians and dentists employed in the Indian Service and receiving not more than \$1,200 per annum salary, who may lawfully perform their official duties in connection with their private practice, such employment, however, to be subject to the approval of the commission."

EXCEPTING FROM EXAMINATION CERTAIN PRIVATE SECRETARIES OR CONFIDENTIAL CLERKS

March 31, 1931.

The following clauses of Schedule A are revoked: XIV-1, XVI-1, XVII-1, XX-1, XXI-1, XXII-1; and subdivision I is amended by the addition of clause 17, as follows:

"17. One private secretary or confidential clerk to the head of each independent establishment, to the assistant to the head of each independent establishment, and to each member of commissions or boards; when such heads, assistants, or members are appointed by the President."

EXCEPTING FROM EXAMINATION ASSISTANTS TO THE LEGAL ADVISER, DEPARTMENT OF STATE

June 24, 1931.

Schedule A of the civil-service rules, Subdivision II—State Department, paragraph 2, is hereby amended to read:

"Assistants to the Legal Adviser."

ORDERS AMENDING SCHEDULE B

AMENDMENT OF SCHEDULE B, SUBDIVISION X, STATE DEPARTMENT

December 13, 1930.

Subdivision X (State Department) of Schedule B, positions which may be filled upon noncompetitive examinations under the civil service rules, is hereby amended by the addition of a new paragraph, as follows:

"2. Persons formerly employed abroad as United States diplomatic or consular officers of career or foreign service officers of career for the period of at least four years, for service in the Department of State as administrative officers or executive advisers in positions comparable in salary with the associate professional grade or higher."

REVOCATION OF SUBDIVISION I, PARAGRAPH 7, SCHEDULE B, TO ALLOW NONCOMPETITIVE APPOINTMENTS OF ADVISERS IN THE INDIAN SERVICE

January 30, 1931.

Paragraph 7, Subdivision I, Schedule B of the civil service rules, permitting the appointment of advisers (disciplinarians) through noncompetitive examination, is revoked on recommendation of the Department of the Interior and concurrence of the Civil Service Commission, as it is considered in the interest of the service to fill such positions competitively. Occupants of these positions who are certified as efficient by the department may be given a classified status.

CLASSIFICATION OF ATTORNEY POSITIONS IN THE VETERANS' ADMINISTRATION BY REVOCATION OF PARAGRAPH 1, SECTION IX, SCHEDULE B

June 3, 1931.

Schedule B of the civil-service rules is hereby amended by eliminating paragraph 1 of Section IX, reading as follows:

"Attorneys of all grades."

The effect of this order is to place within the competitive classified service all positions of attorney in the Veterans' Administration.

Effective October 1, 1931, all employees of the Veterans' Administration who are occupying positions of attorney of any grade, and who are certified by the Administrator of Veterans' Affairs as capable and efficient, will be included, with their positions, in the classified civil service.

This order will be effective as of October 1, 1931.

MISCELLANEOUS ORDERS

ORDER PERMITTING SPECIAL LEAVES OF ABSENCE TO DISABLED VETERANS IN NEED OF MEDICAL TREATMENT

July 17, 1930.

With respect to medical treatment of disabled veterans who are employed in the executive civil service of the United States, it is hereby ordered that, upon the presentation of an official statement from duly constituted medical authority that medical treatment is required, such annual or sick leave as may be permitted by law and such leave without pay as may be necessary shall be granted by the proper supervisory officer to a disabled veteran in order that the veteran may receive such treatment, all without penalty in his efficiency rating.

The granting of such leave is contingent upon the veteran's giving prior notice of definite days and hours of absence required for medical treatment in order that arrangements may be made for carrying on the work during his absence.

ORDER RELATING TO CONSOLIDATION AND COORDINATION OF GOVERNMENTAL ACTIVITIES AFFECTING VETERANS

July 21, 1930.

Whereas section 1 of the act of Congress entitled "An act to authorize the President to consolidate and coordinate governmental activities affecting war veterans," approved July 3, 1930, provides:

"(a) That the President is authorized, by Executive order, to consolidate and coordinate any hospitals and executive and administrative bureaus, agencies, or offices, especially created for or concerned in the administration of the laws relating to the relief and other benefits provided by law for former members of the Military and Naval Establishments of the United States, including the Bureau

of Pensions, the National Home for Disabled Volunteer Soldiers, and the United States Veterans' Bureau, into an establishment to be known as the Veterans' Administration, and to transfer the duties, powers, and functions now vested by law in the hospitals, bureaus, agencies, or offices so consolidated and coordinated, including the personnel thereof, and the whole or any part of the records and public property belonging thereto to the Veterans' Administration.

"(b) Under the direction of the President the Administrator of Veterans' Affairs shall have the power, by order or regulation, to consolidate, eliminate, or redistribute the functions of the bureaus, agencies, offices, or activities in the Veterans' Administration and to create new ones therein, and, by rules and regulations not inconsistent with law, shall fix the functions thereof and the duties and powers of their respective executive heads."

Now, therefore, by virtue of the authority vested in me by said law, the United States Veterans' Bureau, the Bureau of Pensions, and the National Home for Disabled Volunteer Soldiers are hereby consolidated and coordinated into an establishment to be known as the Veterans' Administration, and the duties, powers and, functions vested by law in the United States Veterans' Bureau, the National Home for Disabled Volunteer Soldiers, and in the Bureau of Pensions, and the personnel of the United States Veterans' Bureau, the Bureau of Pensions, and the National Home for Disabled Volunteer Soldiers, and the records and papers pertaining to the work thereof, and the public property belonging thereto, are hereby transferred to the Veterans' Administration.

ORDER PLACING THE POSITION OF SHIPPING COMMISSIONER IN THE CLASSIFIED SERVICE

October 4, 1930.

The position of Shipping Commissioner at the several ports of the United States is hereby placed in the competitive classified service.

This order supersedes Executive Order No. 3807 of March 15, 1923.

ORDER ON PROCEDURE PERTAINING TO CHANGES BY THE PERSONNEL CLASSIFICATION BOARD IN EXISTING ALLOCATIONS OF POSITIONS

October 30, 1930.

Whereas section 4 of the act of Congress entitled "An act to amend section 13 of the act of March 4, 1923, entitled 'An act to provide for the classification of civilian positions within the District of Columbia and in the field services,' as amended by the act of May 28, 1928," approved July 3, 1930 (46 Stat. 1003-1005), provides:

"The Personnel Classification Board shall have authority to ascertain currently the facts as to the duties and responsibilities of any such position and to review and, subject to the President's approval, to change the allocation thereof whenever, in its opinion, the facts warrant: *Provided*, That such review and change shall be made only after consultation with the heads of the departments concerned and after affording all incumbents of positions affected an opportunity to be heard, of which hearing a permanent written record shall be made and kept, including all testimony taken: *Provided further*, That in all cases where the board shall change the allocation of a position to a lower grade the rate of pay fixed for such position prior to such change may be continued so long as the position is held by the incumbent then occupying it."

Now, therefore, whenever, in accordance with the provisions of the foregoing law, the Personnel Classification Board on its own initiative shall review and change the existing allocation of a position, such change is approved to take effect 30 days from the date when the notice of the change is received by the department concerned unless the head of the department shall file with the Personnel Classification Board within that period, a protest against the change. If a protest is filed by the head of a department, the Personnel Classification Board shall promptly transmit such protest to the President, with a statement of its reasons for the change of allocation, and such protested change shall not become effective unless and until approved by the President.

ORDER RELATING TO TRANSFER TO AND CONSOLIDATION IN THE VETERANS' ADMINISTRATION OF CERTAIN DUTIES HERETOFORE PERFORMED BY THE WAR DEPARTMENT

November 4, 1930.

Whereas section 1 of the act of Congress entitled "An act to authorize the President to consolidate and coordinate governmental activities affecting war veterans," approved July 3, 1930, provides:

"(a) That the President is authorized, by Executive order, to consolidate and coordinate any hospitals and executive and administrative bureaus, agencies, or offices, especially created for or concerned in the administration of the laws relating to the relief and other benefits provided by law for former members of the Military and Naval Establishments of the United States, including the Bureau of Pensions, the National Home for Disabled Volunteer Soldiers, and the United States Veterans' Bureau, into an establishment to be known as the Veterans' Administration, and to transfer the duties, powers, and functions now vested by law in the hospitals, bureaus, agencies, or offices so consolidated and coordinated, including the personnel thereof, and the whole or any part of the records and public property belonging thereto to the Veterans' Administration.

"(b) Under the direction of the President the Administrator of Veterans' Affairs shall have the power, by order or regulation, to consolidate, eliminate, or redistribute the functions of the bureaus, agencies, offices, or activities in the Veterans' Administration and to create new ones therein, and, by rules and regulations not inconsistent with law, shall fix the functions thereof and the duties and powers of their respective executive heads."

Now, therefore, by virtue of the authority vested in me by said law, there are hereby transferred to and consolidated in the Veterans' Administration the duties now performed by the War Department in connection with the payment of the annuities authorized by the acts of Congress approved May 23, 1908 (35 Stat. 1325), and February 28, 1929 (45 Stat. 1409).

There are also transferred to and consolidated in the Veterans' Administration the duties now imposed upon the War Department by the laws recited in chapter 5, sections 241 to 250, title 38, United States Code, as amended, pertaining to artificial limbs and trusses.

The civilian personnel of the War Department engaged in the administration of the provisions of the law mentioned, together with the records and papers pertaining to the work thereof and the public property belonging thereto, are hereby transferred to the Veterans' Administration.

This transfer and consolidation shall be effective as of December 1, 1930.

ORDER RELATING TO USE OF ELIGIBLE REGISTERS ESTABLISHED PRIMARILY FOR THE EXECUTIVE CIVIL SERVICE OF THE UNITED STATES FOR FILLING POSITIONS UNDER THE GOVERNMENT OF THE DISTRICT OF COLUMBIA

November 18, 1930.

The Commissioners of the District of Columbia and the United States Civil Service Commission have agreed that it would be in the interests of good administration to make appointments to positions under the government of the District of Columbia after tests of qualifications.

The United States Civil Service Commission is, therefore, authorized to apply the principles of the civil service act and rules, as far as may be done without incurring additional expense, by certifying to the Board of Commissioners the names of eligibles from appropriate registers established for the Federal service, such certifications and appointments to be made under regulations agreed upon by the Board of Commissioners and the United States Civil Service Commission. Appointments and promotions to the Metropolitan police and fire departments are already made in accordance with the civil service act and rules, as provided by statute.

ORDER CLOSING DEPARTMENTS AND INDEPENDENT ESTABLISHMENTS ON
DECEMBER 24, 1930**December 15, 1930.**

It is hereby ordered that the several executive departments and independent Government establishments in the District of Columbia, including the Government Printing Office and the navy yard and stations, be closed on Wednesday, December 24, 1930, and all clerks and other employees in the Federal service in

the District of Columbia, except those who may for special public reasons be excepted from the provisions of this order, or those whose absence from duty would be inconsistent with the provisions of existing law, are hereby excused from duty on that day.

This order is not to be deemed as establishing a precedent.

ORDER DESIGNATING MRS. LEAFIE E. DIETZ TO SIGN LAND PATENTS

January 8, 1931.

Mrs. Leafie E. Dietz, of Colorado, appointed by the Secretary of the Interior January 6, 1931, to the position of clerk to sign land patents, is hereby designated as required by law to sign my name to said patents.

ORDER RELATING TO CIVIL-SERVICE STATUS FOR FORMER EMPLOYEES OF THE NATIONAL HOME FOR DISABLED VOLUNTEER SOLDIERS, NOW EMPLOYEES OF THE VETERANS' ADMINISTRATION

April 23, 1931.

Whereas section 4 (b) of the act of July 3, 1930, authorizing the President to consolidate and coordinate governmental activities affecting war veterans, provides:

"Such of the personnel as are not inmates of any of the branches of the National Home for Disabled Volunteer Soldiers may, by Executive order, be given a civil-service status in accordance with the laws relating thereto upon such terms and conditions as the President may direct * * *"

Now, therefore, by virtue of the authority vested in me by said law, I hereby direct that employees of the Bureau of National Homes of the Veterans' Administration, who are not inmates, be included, with their positions, in the classified civil service upon receipt by the Civil Service Commission of general certification by the Administrator of Veterans' Affairs that such employees are both capable and efficient, classification to be effective July 1, 1931, except employees whose duties ordinarily would not place them in the classified service, such as chefs, cooks, and bakers, attendants (including kitchen helpers, barbers, matrons, housekeepers, maids, laundry helpers, seamstresses, orderlies, waiters, and waitresses), whose appointments will be under Schedule A of the civil-service rules and regulations, and unskilled laborers: *Provided*, That those employees appointed within 60 days preceding July 1, 1931, shall not be classified unless appointed in accordance with the civil service law and rules.

ORDER ESTABLISHING COUNCIL OF PERSONNEL ADMINISTRATION

April 25, 1931.

To the Heads of Departments and Independent Establishments:

1. For the purpose of developing in the Federal Government a more effective and economical system of employment and personnel management, and to promote the general welfare of the employees of the National Government, there is hereby established a council of personnel administration, under the chairmanship of the president of the United States Civil Service Commission.

2. The council shall consist of the heads of the departments, the president of the Civil Service Commission, the Director of the Bureau of the Budget, the Chief of the Bureau of Efficiency, the chairman of the Interstate Commerce Commission, and the Administrator of Veterans' Affairs. The president of the Civil Service Commission shall act as chairman of the council.

3. The director of research in personnel administration of the United States Civil Service Commission shall serve as director of the council of personnel administration, and shall carry out the projects approved by the board. He shall appoint a project committee consisting of representatives of departments and advisory committees, who shall assist him in formulating projects to be submitted to the executive committee. He shall also appoint such planning and advisory committees as shall be necessary.

4. The following five members of the council shall constitute an executive committee: Chairman, president of the Civil Service Commission; the Secretary of Agriculture; the Secretary of the Interior; the Secretary of Commerce; and the Chief of the Bureau of Efficiency. This executive committee shall (a) take action on plans and projects submitted by the director, subject to ratification by the council; (b) present general plans to the director for formulation into projects.

5. The head of each department or independent establishment shall designate the employee best qualified to carry out in his establishment a fact-finding study, which shall be carried out as outlined by the Civil Service Commission. The findings of this study shall show the present personnel practices of the Federal Government, shall serve as a basis for improvements in selection, flexibility of registers, announcements, transfers, promotions, training, and coordination of personnel activities and administration, and shall indicate the extent to which the Government service does offer, or can be made to offer, a partial or a permanent career.

6. The council of personnel administration shall:

(a) Establish a liaison system between the Civil Service Commission and the several departments;

(b) With the assistance of advisory committees composed of representatives of industry, business organizations, and educational institutions, and through co-operation with these organizations, make available to the Government the best developments in personnel administration outside of Government service, and make available to the public and to educational institutions authoritative information regarding employment by the Federal Government; and

(c) Prepare specific plans for improvement and coordination of personnel administration in the Federal service, and cooperate with such departments and establishments as may desire to adopt such plans.

7. Each department representative shall also carry out in his department such of those projects hereafter approved by the council as the head of his department shall desire to have carried out.

8. Members of the council are authorized to assign to this work such members of their staffs as they believe essential for making this order effective.

ORDER RELATING TO CLASSIFICATION OF FEDERAL EMPLOYEES IN THE PHILIPPINES

May 15, 1931.

On recommendation of the head of a department or independent establishment and with the approval of the Civil Service Commission, any employee of such executive department or independent establishment in the Philippine Islands, who on the date of this order is in the Federal service and who for at least seven years has rendered faithful and exceptionally meritorious service in a classified position, and who has acquired a rating of at least 40 in a civil-service examination that would qualify him for probational appointment in the position, may be given a classified status. Such an employee who has served continuously since March 1, 1904, may be given a classified status without examination.

ORDER RELATING TO PARTICIPATION IN THE GOVERNMENT OF ARLINGTON COUNTY, VA., BY FEDERAL EMPLOYEES PERMANENTLY RESIDING THEREIN

May 20, 1931.

Officers and employees of the executive civil service permanently residing in Arlington County, Va., may become candidates for and hold local office in such county and may participate in campaigns for election to such offices.

In the exercise of the privilege granted by this order, officers and employees must not neglect their official duties and must not engage in national or state politics in violation of the civil-service rules. If there is such violation, the head of the department or independent office in which the person is employed shall inflict such punishment as the Civil Service Commission shall recommend.

Officers and employees elected or appointed to offices requiring full-time service shall resign their positions with the Federal Government. If elected or appointed to offices requiring only part-time service, they may accept and hold same without relinquishing their Federal employment, provided the holding of such part-time office does not conflict or interfere with their official duties as officers or employees of the Federal Government.

This order is based upon the facts that Arlington County is substantially a municipality, that a considerable number of the residents and taxpayers are employed in the Government service, that service as local officers in such county should in no way involve general partisan political activity, and that the principle of home rule and local self-government justifies such participation.

The permission granted by this order may be suspended or withdrawn by the Civil Service Commission when, in its opinion, the activities resulting therefrom are, or may become, detrimental to the public interest or inimical to the proper enforcement of the civil-service rules.

EXECUTIVE ORDERS EXCEPTING PERSONS NAMED FROM THE REQUIREMENTS OF THE CIVIL-SERVICE RULES

The following statement gives in each case (1) date of Executive order; (2) name of person; (3) nature of waiver; (4) action allowed; (5) basis; (6) by whom recommended (where the commission concurred it is so stated):

July 2, 1930. Mrs. Mildred E. Vincent; examination waived; appointed clerk, Immigration Service; widow of Harry E. Vincent, who died, March 25, 1930, from injuries received while on duty as immigration patrol inspector; widow was without adequate means of support and with a 7-year-old daughter dependent upon her; recommended by the Acting Secretary of Labor.

July 7, 1930. Mrs. A. Louise Gilbert; examination waived; appointed clerk, Bureau of Agricultural Economics; widow of John C. Gilbert, who was for approximately 14 years associate marketing specialist in the Department of Agriculture, and who met with an accident while on an official trip, death occurring in February, 1930; recommended by the Secretary of Agriculture.

July 22, 1930. Mrs. Bell Scarburgh Joynes; examination waived; appointed clerk, Treasury Department; widow of former Lieut. Commander Walker Waller Joynes, United States Coast Guard, who died on December 10, 1926, after long and faithful service in the United States Navy and the Coast Guard, leaving his widow and a legally adopted child without adequate means of support; recommended by the Secretary of the Treasury.

August 27, 1930. Mrs. Robert D. Freeman; examination waived; appointed clerk, Bureau of Prohibition; widow of former Prohibition Agent Robert D. Freeman, who met his death while in the performance of his official duties at San Francisco, Calif., on February 8, 1930, leaving his widow and a 2-year-old son without adequate means of support; recommended by the Attorney General.

September 4, 1930. Mrs. Frances Kearney; examination waived; appointed clerk, Bureau of Prohibition, Department of Justice; widow of former Federal Prohibition Agent Dale F. Kearney, who was ambushed and shot to death while in the performance of his official duties, at Aguilar, Colo., on the night of July 6, 1930, leaving Mrs. Kearney with two young children, and with no means of support; recommended by the Attorney General.

September 11, 1930. Mrs. James R. Bennett; examination waived; appointed to a clerical position, Detroit post office; wife of James R. Bennett, former mail carrier, Detroit post office, who was separated on account of permanent disability on November 30, 1929, but two months and six days before he would have become eligible for a disability annuity under the retirement law then in force; she had three children dependent upon her for support; recommended by the Postmaster General.

December 2, 1930. Mrs. Eva MacFate; time limit on eligibility for reinstatement waived; reinstated as operative, Bureau of Engraving and Printing; she had served slightly less than the five years necessary to constitute eligibility for reinstatement; widow of Harry C. MacFate, who rendered valuable service to the Government in the Bureau of Engraving and Printing for more than 30 years; recommended by the Undersecretary of the Treasury; from the standpoint of the commission there appeared to be no objection to the issuance of this order.

December 4, 1930. Mrs. Pearl McIntosh; examination waived; appointed clerk in the General Accounting Office; widow of Fred D. McIntosh who was an employee of the Government for more than 26 years; she had four children dependent upon her for support; her services could be used to advantage in assorting and filing postal savings certificates, Post Office Department division of the General Accounting Office; recommended by the Comptroller General.

December 23, 1930. Mrs. Lulie Hunt Turnipseed; examination waived; appointed clerk, Public Health Service; widow of former Surg. D. C. Turnipseed, a former commissioned medical officer of the Public Health Service, who died in the service on April 25, 1930, at Spokane, Wash.; recommended by the Secretary of the Treasury.

December 31, 1930. John W. Martyn; examination waived; classified as administrative assistant and chief clerk, War Department; he had served in the excepted positions of private secretary to the Secretary of War and executive assistant for nearly ten years; had extended service in the legislative branch, and in classified positions in a temporary capacity on the basis of examinations passed by him and had been reached for certification during temporary employment; recommended by the Secretary of War; the commission concurred.

January 7, 1931. **Mrs. Mildred Barnes McInturff;** examination waived; appointed clerk, Department of Commerce; wife of George F. McInturff, jr., formerly employee of the Department of Commerce, who was compelled to sever his connection with the department because of his physical condition; it was felt that his extreme devotion to duty and the long and irregular hours of service were largely responsible for his condition; the McInturffs had three small children; recommended by the Secretary of Commerce.

February 9, 1931. **Mrs. Nixon S. Plummer;** examination waived; appointed clerk, Federal Trade Commission; she was compelled, because of the illness of her husband, to support herself and her small daughter; possessed education and experience which would enable the Federal Trade Commission to utilize her services to advantage; recommended by the chairman of the Federal Trade Commission.

February 9, 1931. **Mrs. Helen R. Witt;** examination waived; appointed clerk in the Interstate Commerce Commission; widow of Carl C. Witt, who was chief engineer, Bureau of Valuation, Interstate Commerce Commission, and who had been employed in that commission from August, 1913, until the time of his death, December 17, 1930; the order was favored by the Interstate Commerce Commission.

February 23, 1931. **Mrs. Margaret Kane;** examination waived; appointed operative, Bureau of Engraving and Printing; widow of George F. Kane, a former plate printer, who died on November 1, 1930, after serving for more than 24 years in the bureau; Mrs. Kane was left with seven children, five of whom are dependent upon her; she was without adequate means of support; recommended by the Secretary of the Treasury.

April 1, 1931. **Mrs. Grace McMahan Tyndall;** examination waived; appointed clerk, Air Corps, War Department; widow of Lieut. Frank B. Tyndall, who was killed in line of duty while piloting an Army airplane during a night flight on July 15, 1930; his services were of an outstanding nature; she was in straitened circumstances and had one dependent child; recommended by the Secretary of War.

April 13, 1931. **Capt. Washington C. McCoy;** examination waived; master of the U. S. motor vessel *Kilkenny*, Bureau of Navigation; placed in the classified service; order was issued in view of the excellent record of Captain McCoy, his exceptional ability as a navigator, faithful attention to duty, and interest in the service for many years; recommended by the Commissioner of Navigation and concurred in by the Secretary of Commerce.

April 20, 1931. **Mrs. Cecil Alexander;** examination waived; appointed clerk, Dallas, Tex., post office; had been employed as contact clerk in the office of the postmaster, Dallas, Tex., since February 18, 1930; was past the maximum age for admission to competitive examination; her peculiar qualifications due to her extended experience in the business world in confidential and responsible positions prior to her temporary appointment in the Dallas office made her services of particular value; recommended by the Postmaster General.

May 4, 1931. **Mrs. Elsie K. Demshock;** examination waived; appointed clerk, Bureau of Aeronautics, Navy Department; had been employed as clerk in the Bureau of War Risk Insurance; widow of John Joseph Demshock, former chief aviation pilot, United States Navy, who was killed in an airplane crash in line of duty on August 24, 1929; she had two children dependent upon her; recommended by the Secretary of the Navy.

May 13, 1931. **Mrs. Dorothy I. Sinnott;** examination waived; appointed clerk, Bureau of Naturalization, Department of Labor; widow of former Representative Nicholas J. Sinnott, who was later Judge of the United States Court of Claims until his death, July 20, 1929; recommended by the Secretary of Labor.

May 20, 1931. **Mrs. Amy Cowing;** examination waived; appointed clerk-typist, farmers' seed loan office, Department of Agriculture; had served as a confidential secretary; sole support of husband, daughter, and invalid mother; recommended by the Secretary of Agriculture.

June 2, 1931. **Arthur B. Landt;** examination waived; appointed field agent, farmers' seed loan office, Department of Agriculture, was employed as a temporary field agent since April 30, 1930; had 38 years' banking experience, 28 years of which he was president of the First National Bank of Northwood, N. Dak.; by reason of his familiarity with the financial and farming conditions in the northwest section of the country, his services were held to be invaluable in connection with the seed-loan activities; recommended by the Secretary of Agriculture.

June 12, 1931. **Mrs. Helen Terrill Mays;** examination waived; appointed clerk, Bureau of Industrial Alcohol, Treasury Department; widow of William O. Mays, who served as prohibition administrator of the eleventh district from October 17, 1925, to the date of his death on November 2, 1929; she was left without means of support; had served temporarily as a special employee in the Bureau of Industrial Alcohol, and had rendered satisfactory service; recommended by the Secretary of the Treasury.

June 25, 1931. **Mrs. Florence R. Hopkins;** examination waived; appointed clerk, Bureau of Customs; had been serving under a restricted Executive appointment as to tenure and classification dated May 12, 1930; she had rendered conscientious and efficient services in the Bureau of Customs and it was believed her permanent appointment would be in the interest of the service; recommended by the Secretary of the Treasury.

APPOINTMENTS UNDER SECTION 10, RULE II

Statement, by departments, of name, bureau or office, position to which appointed, salary paid, and basis of approval of each appointment made during the year covered by the report.

TREASURY DEPARTMENT

Egon Lorenz, United States Public Health Service, Boston, Mass., biophysicist, \$5,000 per annum. There were no eligibles available for filling this position. Doctor Lorenz, a noncitizen, is a specialist in cancer and X-ray work. He had pursued scientific courses in the University of Breslau and the University of Zurich; had been instructor in the University of Frankfurt, carrying on independent researches; in 1928 he conducted independent research work at Harvard University; had held position as research fellow in the Harvard Cancer Commission, doing research work in biophysics; was appointed lecturer in biophysics in Harvard University in 1929; in December, 1929, had provisionally accepted from the Kyushu University at Fukuoka, Japan, a position as physical and technical director of the cancer laboratory. Difficulty would be experienced in securing eligibles with the qualifications desired through competitive examination, and the appointment was authorized under section 10 of Rule II.

Olav Mosby, United States Coast Guard, senior physical oceanographer, \$4,600 per annum. There were no eligibles available for filling the position. After investigation, the conclusion was reached that the training required could not be secured in the United States. The employee was required to plan and conduct field researches in dynamic oceanography at sea, on vessels of the United States Coast Guard, engaged in international ice observation and ice patrol service in the North Atlantic Ocean; to make independent analyses of the data obtained on cruises, and to prepare reports for publication. The duties required continuous service at sea for a period of about four months in each year, chiefly in the region of the Grand Banks of Newfoundland. The qualifications required were of a highly scientific nature. Mr. Mosby, of Bergen, Norway, was found to possess these qualifications. In view of these circumstances, appointment was authorized under section 10 of Rule II.

Charles Everett Oates, United States Public Health Service, Hot Springs, Ark., attending specialist in syphilology, \$3,000 per annum. Doctor Oates possessed special professional qualifications for duty at the venereal disease clinic. He had specialized in venereal disease control work and had intimate knowledge of laboratory procedure, having supervised the making of serological tests and the preparation of arsenicals for intravenous injection. It was believed that competitive examination would not secure eligibles as highly qualified as Doctor Oates at the salary paid, in view of which appointment was authorized under section 10 of Rule II.

Arthur Gideon Cole, United States Public Health Service, Chicago, Ill., special consultant, \$1,200 per annum, when actually employed. Doctor Cole had done research work in protein chemistry at the University of Illinois College of Medicine. He is the author of publications dealing with protein studies, written while associate in physiological chemistry at the University of Illinois College of Medicine. In view of his experience and knowledge of the special studies he was to undertake in biological treatment of certain diseases, and the fact that difficulty would be experienced in securing eligibles for part-time employment, the appointment was approved under section 10 of Rule II.

Aubrey S. McLeod, office of the Secretary of the Treasury, Government actuary, \$4,600 per annum. By reason of the death of the former Government actuary, the appointment of Mr. McLeod as his successor was presented to the commission. The position involved actuarial duties, chiefly in connection with the activities of the Government Board of Actuaries, and to an even greater extent the position required the services of a person qualified as an economist and statistician. The Government actuary will be a member of the professional staff of the section of finance and economic research of the Treasury Department. Mr. McLeod possessed special qualifications for the position. He had been engaged as economic statistician in 1922-1924 with a prominent manufacturing company in Boston, Mass. In 1925-1928, he was commodity economist and technical adviser for the New York Food Marketing Research Council. In 1928-1930, he was economic statistician and investment counselor, with the Brookmire Economic Service. In 1930-31, he was economic analyst in New York, conducting research pertaining to business cycles and investment experience. His education was secured at the Massachusetts Institute of Technology and at Harvard University. The appointment was approved under section 10 of Rule II because of the difficulty that would be experienced in securing eligibles as well qualified as Mr. McLeod, who was entitled to disability preference.

Louis Ayres, office of the Supervising Architect, consulting specialist (architectural), \$20 per diem, when actually engaged on the public buildings work. He will act in an advisory capacity to the Secretary of the Treasury in matters affecting the location of public buildings and in related matters in connection with the public buildings program in the District of Columbia. Few qualified men would compete in an examination for part-time employment. The commission therefore approved the appointment under section 10 of Rule II.

WAR DEPARTMENT

H. W. Starkweather, Ordnance Department at large, Frankford Arsenal, Philadelphia, Pa., small arms expert, \$3,200 per annum. The Frankford Arsenal had been engaged upon a rehabilitation program in the small-arms department. Mr. Starkweather had unusual experience in the manufacture of small-arms ammunition. He had held positions of major responsibility with three large commercial concerns engaged in the manufacture of ammunition. The services of Mr. Starkweather were available at a salary regarded as nominal. The field of competition appeared to be so limited that it seemed examination would not secure eligibles with the wide experience and as well qualified generally as Mr. Starkweather. The appointment was therefore approved under section 10 of Rule II.

NAVY DEPARTMENT

James E. Parker, naval air base, Sunnyvale, Calif., principal inspector of construction (dirigible hangar), \$3,200 per annum. Mr. Parker had unusual qualifications and experience on dirigible hangar construction, both under the

Government and with the Goodyear-Zeppelin Corporation. The department stated that as far as could be ascertained, he was the only qualified person available in the United States. Extensive and responsible experience in structural steel and related work of a highly specialized and unusually difficult nature were required. The duties comprised carrying on difficult and highly specialized inspection work in connection with the construction of a large dirigible hangar at the naval air base, Sunnyvale, Calif. Mr. Parker had been employed as an inspector of structural steel construction on the only other two hangars in the United States approximating in design and size the one to be constructed. It was believed that qualified eligibles could not be obtained through examination, and the appointment was approved under section 10 of Rule II.

Katherine G. Jenkins, naval proving ground, Dahlgren, Va., primary teacher, \$115 a month; **Aline S. Foster**, naval proving ground, Dahlgren, Va., teacher, intermediate grade, \$150 a month. These appointments are similar to a number of others authorized in previous years by the commission. Miss Foster had served previously under section 10 of Rule II as teacher in the Dahlgren School. An agreement has been reached between the Navy Department and the State of Virginia whereby the State of Virginia furnishes two teachers and the Government four teachers for the school at the naval proving ground, Dahlgren, Va. The building is owned by the Government. The teachers must be acceptable to the authorities at Dahlgren. It is understood that the teachers at Dahlgren and those in the Virginia schools are interchangeable. In view of the circumstances it appeared advisable to authorize these appointments under section 10 of Rule II, as in the past.

INTERIOR DEPARTMENT

Joseph A. Cushman, Geological Survey, field service, geologist, \$3,800 per annum. The appointment of Doctor Cushman as assistant geologist in the Geological Survey under the Executive order of December 1, 1910 (now section 10 of Rule II) was approved February 13, 1912. He served until December 31, 1921. The Geological Survey had an appropriation of \$100,000 for fundamental geologic research. The study of foraminifera is one of the important features of the program. Doctor Cushman has a wide reputation as a specialist in this group of microscopic fossils. His researches will be carried on largely in his own laboratory at Sharon, Mass. He is a member of the visiting committee for the department of geology of Harvard University, and has published a large number of important papers. It was believed that eligibles with the qualifications desired could not be obtained through examination and the appointment was approved under section 10 of Rule II.

Ethel Garnett, Cherokee Indian School, Cherokee, N. C., weaver, \$1,800 per annum, less \$180 per annum for quarters, fuel, and light. The department requested the appointment of Miss Garnett for the purpose of teaching colonial weaving at the Cherokee School. No member of the Indian race with the required qualifications was available. The commission held a competitive examination for filling the position, but no eligibles were obtained. The employee was required to be qualified to teach colonial weaving, including carding, spinning, and dyeing, to Indian women and girls in homes and schools on reservations. Miss Garnett is a graduate of Berea College, Berea, Ky. As competition had failed to procure eligibles, the appointment was authorized under section 10 of Rule II.

Frank J. Solinsky, National Park Service, senior land purchaser, \$4,600 per annum. It was proposed to appoint Mr. Solinsky to the position formerly held

by Mr. Carl Bachem, who died on October 2, 1929. Mr. Solinsky, for 10 years or more, had been familiar with national park problems, particularly those pertaining to the question of eliminating privately owned lands in Yosemite National Park; had been of material assistance to the park service in connection with negotiations for the purchase of timberlands in that park by securing valuable information not otherwise readily available to the Government; had a wide experience in timber operations and a broad knowledge of timber and land values, particularly in California. He had demonstrated that he was well qualified to perform the duties of the particular position to which it was proposed to appoint him. The department stated that it had canvassed the field for men qualified for this particular work, and Mr. Solinsky appeared to be the only available qualified person. After considering all the circumstances, including the improbability of securing eligibles as well qualified as Mr. Solinsky, the commission approved the appointment under section 10 of Rule II.

Joseph S. Dixon, National Park Service, field naturalist, \$3,800 per annum. Mr. Dixon was exceptionally well qualified for this position, having had 20 years' experience in field investigations (natural history), and four years in teaching advanced classes in the University of California. He is an expert mammalogist, and served as economic mammalogist at the University of California. It was believed that there would be few persons qualified for the work who would be willing to accept the position at the salary offered, and the appointment was approved under section 10 of Rule II.

DEPARTMENT OF JUSTICE

James Kominakis, Bureau of Prohibition, field service, prohibition agent, \$2,300 per annum. Mr. Kominakis had been in the prohibition service since its inception and had performed work of an unusual character. He is able to speak foreign languages fluently, and by this means his services were utilized to exceptional advantage over a period of years by the prohibition administrators at Chicago, Ill. He had been employed in the Internal Revenue Service, and had had long Government service in connection with the enforcement of the prohibition and internal revenue laws. He understands and speaks Greek fluently, is familiar with the customs, and is able to understand the languages of the peoples native to that part of Europe adjacent to Greece, of which nationalities there are many persons in Chicago. The loss of his services would be disadvantageous to the service and his appointment under section 10 of Rule II was authorized, after a satisfactory character investigation such as is given in connection with all appointments to the Bureau of Prohibition.

DEPARTMENT OF AGRICULTURE

Reginald R. Benedict, Forest Service, Madison, Wis., junior engineer (radio), \$0.99 an hour, when actually employed. The department certified that the part-time services of a junior engineer (radio) are required in the section of timber physics. It was estimated that the work will require the services of Mr. Benedict for from 50 to 100 hours a month. Studies were to be made of electrical characteristics of wood as related to the development of electrical apparatus for quick moisture determination, and related subjects. Mr. Benedict is a graduate of the University of Wisconsin, and has pursued postgraduate study and research in the University of Wisconsin and General Electric Co. at Schenectady, N. Y. It appeared improbable that qualified eligibles for part-time service could be secured as a result of competitive examination, and the commission approved the appointment under section 10 of Rule II.

Arthur Peabody, Forest Service, Madison, Wis., special consulting architect, \$3.18 an hour, when actually employed. In developing plans for the general

layout and construction of the Forest Products Laboratory at Madison, Wis., the advice of an expert architect to serve in consulting capacity was needed. Mr. Peabody had served as architect for the University of Wisconsin from 1906 to 1915. In 1916, his field of work was broadened, and he was placed in charge of the architectural work of the entire State of Wisconsin, including the university. He was graduated in architecture from the University of Illinois, and was connected with the architectural work of the Chicago World's Fair in 1891-1894. He has designed and erected some 60 buildings for the University of Wisconsin. In recognition of his outstanding work in architecture, the University of Wisconsin has conferred upon him the degree of Litt. D. As the field of competition was limited, particularly because of part-time service, and the probable restriction of salary expenditure to \$1,000, the appointment was approved under section 10 of Rule II.

Harry G. Barber, Bureau of Entomology, associate entomologist, \$3,200 per annum. It was stated that Mr. Barber was the only qualified person available for this work. There are in the United States not more than five or six entomologists with the necessary training and experience, and these were so placed in educational or other institutions that the position was of no interest to them. The duties required the conducting of responsible taxonomic studies on Hemiptera and the preparation of revisionary papers to serve as guides to entomologists. Mr. Barber had conducted systematic investigations in the Heteroptera for more than 30 years and was recognized as an authority on the North American members of this group. He had received an A. B. degree from the University of Nebraska, and an M. A. degree from Harvard University. The appointment was approved under section 10 of Rule II because of the obvious difficulty of securing eligibles with the requisite qualifications through competitive examination.

DEPARTMENT OF COMMERCE

Donald H. Sawyer, Federal Employment Stabilization Board, director, \$8,000 per annum. The Federal Employment Stabilization Board was established by act of Congress, approved February 10, 1931. Mr. Sawyer appeared to be exceptionally well qualified for the position with respect to both ability and experience. He received the degree of bachelor of science from the University of Illinois in 1902. He had served as a representative of consulting engineers on the construction of the Mountain Home for Disabled Volunteer Soldiers, Johnson City, Tenn. In 1903 he was appointed city engineer and superintendent of water works of Paris, Ill.; from 1904 to 1908 he was chief engineer of the Illinois Traction System; and from 1909 to 1917 he was a member of a firm specializing in the design and supervision of hydraulic and sanitary improvements. He had been supervising quartermaster of warehouses and had been commissioned a major in the United States Army, from which he was discharged with the rank of colonel. From about 1923 to 1929 he was secretary of the Associated General Contractors of America. Since that time he has been in New York acting as a consulting engineer, and as secretary of the Heating and Ventilating Board of Trade. It was believed that a competitive examination would not produce eligibles as well qualified as Mr. Sawyer, and the commission approved the appointment under section 10 of Rule II.

Vladimir V. Kovalevsky, Coast and Geodetic Survey, Manila, P. I., assistant cartographic engineer, \$2,600 per annum. Captain Kovalevsky because of his naval service in the World War, was eligible to enter a competitive examination if one had been held, having become a naturalized citizen. If an examination were held, it is improbable that eligibles with such qualifications as Captain Kovalevsky possessed would have been secured. The position of assistant to the

chief cartographic engineer in the Manila office of the Coast and Geodetic Survey had been vacant for about two and one-half years. The bureau had experienced difficulty in having the position suitably filled. The commission therefore approved the appointment under section 10 of Rule II.

VETERANS' ADMINISTRATION

James Gorman, United States Veterans' Bureau regional office, Boston, Mass., orthopedic mechanic, \$2,000 per annum; **Sidney Stutter**, United States Veterans' Bureau regional office, New York, N. Y., orthopedic mechanic, \$2,000 per annum. The commission had, on a number of occasions, endeavored to fill positions of this character through competitive examination. The temporary appointee was, in some cases, the only applicant; and in other cases, no other eligibles were secured. In view of the expense involved in holding examinations and the previous lack of competition, the commission approved the appointments under section 10 of Rule II.

SMITHSONIAN INSTITUTION

Jean Allard Jeancon, Bureau of American Ethnology, ethnologist, \$2,000 per annum. The Smithsonian Institution desired to engage Mr. Jeancon for a 2-year period in order that he might prepare manuscript for a "Handbook of the Indians of the Southwest," to be published by the Bureau of American Ethnology. It was stated that he was better fitted to undertake this task than any other person. He had worked steadily among the Pueblo Indians since 1904, and had collected material for such a handbook. He had served as special archaeologist in the bureau under authority granted by the commission and had received a rating of 85 per cent in a civil service examination for ethnologist. He had served as head curator of the Colorado State Museum at Denver. In view of the difficulty of securing through examination eligibles with the necessary qualifications, and in view of the limited period of employment, the commission authorized the appointment under section 10 of Rule II.

BUREAU OF EFFICIENCY

Otto C. Winestock, United States Bureau of Efficiency, scientist, \$4,000 per annum. Mr. Winestock had been employed temporarily by the bureau since February 2, 1929, under authority of the commission, for the purpose of conducting experiments in the de-inking of redeemed currency to produce a pulp which would be at least of sufficient commercial value to defray the cost of the disposal of redeemed currency. He was selected because he is a specialist in this field; is the inventor of certain processes which are applicable to this project; and has agreed to permit the Government to use his processes if it decided to establish a de-inking unit for commercial production. It was essential to the success of the undertaking that Mr. Winestock's services be retained. Difficulty would be experienced in securing qualified eligibles for filling this position under the conditions stated, and the commission approved the appointment under section 10 of Rule II.

DISTRICT OF COLUMBIA

Mrs. Marie B. Schanks, Metropolitan Police Department, policewoman, \$1,900 per annum. The services of Mrs. Schanks were required in dealing with problems concerning a class of people with whom she was peculiarly adapted to deal. Mrs. Schanks met the standard requirements of the policewoman examination. She had taken courses dealing with child psychology, sociology, and abnormal psychology; had been employed by the Boston Family Welfare Association in 1928-29; and had done similar work in Baltimore. She had served

with the Boston Urban League. She had taught in the Richmond (Va.) public schools. She was a graduate of the Simmons School of Social Work, and had studied two years at Boston University. It was probable, because of the requirements of the position that there would be limited competition in a competitive examination, therefore the commission approved the appointment requested under section 10 of Rule II.

[illegible]

¹ CAF, Clerical, Administrative, and Fiscal Service; SP, Subprofessional Service; P, Professional Service; Cu, Custodial Service. The classification law applies only to the departmental service in Washington, D. C. So far as laws and appropriations have permitted, the departments and independent offices have allocated their field positions to conform to the classification provided by law for the departmental service. In the table, the classification shown for field positions follows as closely as possible the classification of the departmental service. Mechanical trades and similar positions in field branches are classified in the table as "Custodial."

TABLE 1.—Showing for the fiscal year ended June 30, 1931, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and by salary range; the number having military preference; and a summary by classification services and kinds of preference—Continued

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary per annum	Appointed with preference				
		Male	Female	Total	Male	Female	Total	Departmental			Field			Total				Male	Female			
								Male	Female	Total	Male	Female	Total	Male	Female	Total						
FOR ENTRANCE—continued]																						
Assistant—Continued.	SP																					
Sanitary engineering.	P											3		3			3		\$1,800	3		
Seed law enforcement.	SP	36	2	88	8		8	1		1					1		1		3,200			
Surgeon's.	SP	71	20	91	50	18	68				19	12	31	19	12	31		840-	1,560	12		
Technical.	SP	1		1	1		1															
Technical, junior.	SP							2	19	21			1		1		2	20	22	1,440-		
Associate in public information.	P	81	47	128	15	6	21													1,800		
Astronomer, junior.	P							3		3												
Attendant.	Cu	2		2	2		2									3				2,000		
Hospital (St. Elizabeths).	SP																					
Kitchen.	Cu																					
Laboratory.	Cu	96		96	91		91					4		4		4		4		1,260-		
Attorney.	P	183	2	185	90	1	91	6		6										1,620		
Associate (and assistant).	P	586	26	612	163	7	170	9		9		20		20		20		20		1,080		
Patent, senior.	P	22		22	5		5	1		1		1		1		7		7		1,020-		
Senior.	P	264	5	269	112		112	3		3		9		9		18		18		2,600		
Auditor, junior.	CAF	2		2																3,200-		
Transportation rate and traffic, senior.	CAF							1		1		22		22		23		23		4,600		
Bacteriologist:																				2,300		
Assistant.	P	9	2	11	2		2	2		2						2		2		2,000-		
Associate.	P	30	19	49	9	4	13	1		1		1		1		2		2		2,600		
Food products, junior.	P							1		1						1		1		3,200		
Baggage-man-embalmer.	Cu	25		25	15		15					4		4		4		4		2,000		
Biochemist.	P	10	7	17	4	5	9					1	1	2		1	1	2		1,950		
Assistant.	P																			4,200		
Associate.	P	13	4	17	3	3	6					2		2		2		2		3,800-		
Junior.	P	9	1	10	3		3													2,600		
Biologist.	P	15	6	21	4	3	7					1		1		1		1		3,200		
Aquatic.	P	3	1	4	1		1													2,000		
Aquatic, assistant.	P	13	3	16	7	1	8	1		1		2		2		3		3		2,600		
Aquatic, associate.	P	9	1	10	6	1	7	2		2						2		2		3,200		
Aquatic, junior.	P	20	7	27	7	3	10	1		1		4		4		5		5		2,000		

Assistant	P	20	2	22	3	3	1	1	1	1	2,600	
Head	P	11	1	12	4	4						
Junior	P	59	12	71	15	16	2	2	5	5	7	2,000
Blacksmith	Cu								20	20	20	1,280-2,504
Blueprinter-draftsman, junior	SP	11		11	6	6			1	1	1	1,440
Boatbuilder	Cu								12	12	12	1,928-2,178
Boatswain	Cu	9		9	3	3			4	4	4	1,152-1,680
Boilermaker	Cu								10	10	10	1,327-2,504
Bookbinder	Cu	222	14	236	133	133	46	46			46	2,504
Bookkeeper	CAF	1		1	1	1			2	2	2	1,500-1,620
Assistant	CAF								4	4	4	1,440-1,800
Junior	CAF								4	4	4	1,380-1,700
Senior	CAF						1	1	8	8	8	1,440-1,800
Bookkeeper-typist	CAF								1	1	1	1,620
Botanist:												
Assistant	P	11	6	17	2	2	4					
Associate	P	9	1	10	5	1	6					
Seed, junior	P							5	5		5	1,620-2,000
Buffalo herder	Cu								1	1	1	1,680
Cabinetmaker	Cu						1	1	1	1	2	1,620-1,680
Cable splicer-seaman	Cu								3	3	3	1,260
Caretaker	Cu								4	4	4	900-1,560
Carpenter	Cu	87		87	81	81	4	4	205	205	209	1,320-2,754
Senior	Cu						1	1	7	7	8	1,680-2,360
Calker	Cu								9	9	9	1,628-2,103
Chainman	Cu								1	1	1	1,200
Chainman, head	Cu	293		293	236	236			43	43	43	1,020-1,440
Chauffeur	Cu	243		243	176	176	6	6	87	87	93	780-1,800
Checker	CAF	157		157	24	24			8	8	8	1,164-1,620
Chemist	P	61	1	62	35	1			1	1	2	3,800-4,000
Assistant	P	127	8	135	60	2	62	5	9	9	14	2,000-3,000
Associate	P	121	8	129	88	5	93	5	5	5	10	2,600-3,200
Junior	P	1,030	143	1,173	462	63	525	15	29	1	30	1,620-2,100
Senior	P	27		27	23	23			2	2	2	4,600
Chief of division of statistics	P	19	6	25	2	1	3	1			1	3,800
Chief of food control	CAF	1		1								
Chief of plant quarantine and control administration, assistant	P	13		13	2	2			1	1	1	5,600
Clerk:												
Ammunition	CAF						1	1			1	1,620
Distilled spirits (assistant)	CAF								1	1	1	2,160
Editorial	CAF							2	2		2	1,800
File	CAF								4	2	6	1,260
File, junior (and under)	CAF	427	164	591	140	73	213	85	35	4	39	1,260-1,440
Forest and field	CAF	127	104	231	12	13	25	16	14	4	18	1,440-2,000
Forest and field, senior	CAF								4	1	5	1,440-1,620
General	CAF	101	112	213	40	36	76		177	83	260	900-2,300
Junior	CAF	6	1	7	4		4	385	1,161	1,161	1,546	1,442
Land title verification, special	CAF	24		24	7		7		1	1	1	1,800
Planning	CAF	16		16	1		1		1	1	1	2,000
Postal	CAF								2	2	2	2,124
Railway postal	CAF	10		10	6		6		777	777	777	1,850

TABLE 1.—Showing for the fiscal year ended June 30, 1931, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and by salary range; the number having military preference; and a summary by classification services and kinds of preference—Continued

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary per annum	Ap- pointed with prefer- ence	
		Male	Female	Total	Male	Female	Total	Departmental			Field			Total				Male	Female
								Male	Female	Total	Male	Female	Total	Male	Female	Total			
FOR ENTRANCE—continued																			
Clerk—Continued.																			
Record (penal and correctional institutions)	CAF										1		1	1		1	\$2,300		
Statistical, assistant	CAF	9	2	11	3		3	35	28	63	1	1	2	36	29	65	1,440	1,620	
Stock	CAF	2		2	1		1				1		1	1		1	1,800		
Stock (qualified as bookkeeping machine oper- ator)	CAF										1		1	1		1	1,620		
Transportation, assistant	CAF	10		10	1		1				2		2	2		2	1,500	1,620	
Transportation rate, senior	CAF	19		19	4		4												
Under (filing)	CAF	1		1	1		1												
Weight	CAF	12		12	6		6												
Clerk-carrier	CAF	39,269	2,450	41,719	18,672	1,494	20,166				5,407	107	5,514	5,407	107	5,514	1,700	1,576	
Clerk-embalmer	CAF	36		36	6		6				2		2	2		2	2,300	2,340	
Clerk-inspectress	CAF										2	1	1		1	1	1,260		
Collector of cotton-gin statistics	CAF	44	6	50	40	4	44												
Computer	CAF										1	1	2	1	1	2	2,000		
Junior	CAF										9	3	12	9	3	12	1,440		
Senior	CAF							16		16	13	3	16	29	3	32	1,440	2,000	
Cook, assistant	Cu	76	1	77	26		26				3		3	3		3	1,200		
Cook, third	Cu										1		1	1		1	1,200		
Craneman	Cu										6		6	6		6	1,527	2,200	
Curator, associate	P	11	3	14	5		5	2		2				2		2	3,200		
Custodian, assistant	Cu	22		22	4		4												
Custodian-engineerman, assistant	Cu	81		81	20		20				8		8	8		8	2,000	2,100	
Cytologist, associate	P	16	5	21	6	2	8				1		1	1		1	3,200		
Dairyman	Cu	40		40	23		23				7		7	7		7	1,320	1,560	
Head	Cu	38		38	11		11				3		3	3		3	2,300		
Deck hand	Cu	30		30	11		11				14		14	14		14	1,320	1,740	
Dentist, associate	P	2		2	1		1				17		17	17		17	2,300	3,200	
Designer:																			
Aeronautical	P	33		33	16		16				2		2	2		2	2,600	2,800	
Automotive	SP										1		1	1		1		2,200	
Printing	CAF	22	1	23	4		4	1		1				1		1	2,000		

Tool.....	SP	5		5	4		4		4	4	4	4	1,800-2,100	
Dietitian.....	SP	1	345	346	222	222		46	46	46	46	46	1,800-2,300	
Director of agriculture.....	P							2	2	2	2	2	2,300-3,400	1
Director of education.....	P	67	4	71	1		1	1					5,600	
Director of physical education, girls.....	SP							1	1	1	1	1	1,860	
Director of social work:														
Assistant.....	P	70	4	74	21	21			4	4	4	4	2,600	1
Junior.....	P	115	3	118	34	1	35		2	2	2	2	1,800-1,920	1
Draftsman:														
Aeronautical, junior.....	SP							1	1	1	1	1	1,440	
Aeronautical, senior.....	SP							1	1	1	1	1	2,000	1
Apprentice.....	SP	370		370	116		116	2	2	9	1	10	1,260-1,500	
Architectural.....	SP	2		2	2		2	3	3	2		2	5	1,620-2,300
Architectural, assistant.....	SP							1	1	1	1	1	1,800	
Architectural, principal.....	SP							1	1	1	1	1	2,300	
Architectural, senior.....	SP						2		2			2	1,800-2,000	
Assistant.....	SP	39		39	21		21							
Copyist.....	SP	371	4	375	149	2	151		37		37	37	1,020-1,578	6
Design.....	SP	63		63	47		47		40		40	40	1,500-3,600	11
Detail.....	SP	198		198	106		106		62		62	62	1,500-2,500	12
Electrical, junior.....	SP						2		2			2	1,440	
Engineer.....	SP	1		1										
Engineering.....	SP	279	1	280	179	1	180	5	5	37		37	42	1,600-2,400
Engineering, assistant.....	SP	8		8	4		4		4	4	4	4	1,620-1,680	1
Engineering, chief.....	SP	19		19	6		6		1	1	1	1	2,600	
Engineering, junior.....	SP	1		1	1		1		5	5	5	5	1,440-1,740	1
Engineering, principal.....	SP	133	3	136	98	2	100	3	3	20		20	23	1,800-3,375
Engineering, senior.....	SP	663	1	664	261	1	262	15	15	7		7	22	1,800-2,600
Junior.....	SP	82		82	46		46							
Mechanical.....	SP								1	1	2	1	1	1,620
Mechanical, assistant.....	SP	6	1	7	3		3	1	1	1	1	2	1	1,620
Mechanical, chief.....	SP	22		22	21		21			6	6	6	2,000-2,600	2
Mechanical, junior.....	SP	21		21	15		15	4	4	3	3	7	7	1,440
Mechanical, principal.....	SP	40		40	33		33		5	5	5	5	5	2,300-2,500
Mechanical, senior.....	SP	66	2	68	41	1	42	1	1	8		8	9	2,000-2,400
Principal.....	SP	45		45	41		41							
Senior.....	SP	40		40	32		32							
Structural, senior.....	SP	1		1										
Topographic.....	SP	282	10	292	114	4	118	2	2	13		13	15	1,620-2,100
Topographic, assistant.....	SP	276	7	283	95	4	99	4	1	5	12	12	16	1,440-1,800
Topographic, chief.....	SP	116	3	119	86	3	89	1	1	13		13	14	1,800-2,700
Topographic, junior.....	SP	1,033	49	1,082	104	26	130	10	1	11	22	22	32	1,440-1,800
Topographic, principal.....	SP							2		2	4	4	6	2,000-2,600
Topographic, senior.....	SP	248	3	251	105	2	107	3		3	20	20	23	1,800-2,100
Driller.....	Cu								7	7		7	7	1,502-1,753
Driver-mechanic.....	Cu	339		339	123		123		172		172	172	172	1,600
Druggist.....	SP	44	4	48	35	3	38		3	3	3	3	3	1,620
Dynamo tender.....	Cu							1	1			1	1	1,320
Ecologist:														
Forest.....	P	11		11	5		5							
Forest, assistant.....	P	29		29	16		16							
Forest, associate.....	P	13		13	10		10							
Forest, senior.....	P	5		5	2		2		1	1	1	1	1	4,600

TABLE 1.—Showing for the fiscal year ended June 30, 1931, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and by salary range; the number having military preference; and a summary by classification services and kinds of preference—Continued

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary per annum	Ap-pointed with preference	
		Male	Female	Total	Male	Female	Total	Departmental			Field			Total				Male	Female
								Male	Female	Total	Male	Female	Total	Male	Female	Total			
FOR ENTRANCE—continued																			
Economic analyst, associate	P	17	17	34		4	4		4	4					4	4	\$3,200		
Economist	P	29	2	31	15	1	16												
Agricultural	P	37		37	16		16	3		3				3		3	3,800	3	
Agricultural, assistant	P	108	1	109	31	1	32	2		2	3		3	5		5	\$2,300—2,600	1	
Agricultural, associate	P	84	1	85	29	1	30	3		3	2		2	5		5	3,200	2	
Agricultural, junior	P							1	1	1	1		1	2		2	2,000		
Agricultural, principal	P	38		38	8		8	1	1	1	1		1	2		2	5,600	1	
Agricultural, senior	P	24	1	25	14		14	2		2	2		2	4		4	3,600—4,600	1	
Agricultural extension	P	47		47	16		16												
Agricultural extension, senior	P	21		21	12		12				1		1	1		1	4,600		
Assistant	P	97	37	134	20	14	34	1	3	4		1	1	1	4	5	2,400—2,600		
Associate	P	40	1	41	18	1	19	1		1				1		1	3,200		
Financial, senior	P	26		26	6		6	1		1				1		1	4,600		
Fisheries, assistant	P	14	1	15		1	1												
Fisheries, associate	P	7		7	1		1												
Forest	P	9		9	6		6				1		1	1		1	3,500		
Forest, assistant	P	36		36	15		15	1		1	1		1	2		2	2,600—2,800	2	
Forest, associate	P	17		17	7		7												
Forest, principal	P	4		4	1		1												
Forest, senior	P	8		8	6		6				2		2	2		2	4,600—4,800		
Industrial	P	14	6	20	1	2	3	1		1				1		1	3,800	1	
Industrial, assistant	P	21	10	31	3	4	7		2	2					2	2	2,600		
Industrial, associate	P	7	8	15		3	3												
Industrial, junior	P							1	2	3				1	2	3	1,620—2,000		
Junior	P	281	17	298	94	5	99		1	1				1		1	2,300		
Mineral, assistant	P	18		18	9		9	3		3	1		1	4		4	2,600	3	
Mineral, associate	P	31		31	27		27	2		2				2		2	3,200	1	
Principal	P	22	1	23	7		7												
Senior	P	22	2	24	14	2	16	3		3				3		3	4,600	2	
Social, senior	P	24	20	44	2	2	4				1		1	1		1	4,600	1	
Taxation	P	25		25	5		5				2		2	2		2	3,800	1	

[illegible]

TABLE 1.—Showing for the fiscal year ended June 30, 1931, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and by salary range; the number having military preference; and a summary by classification services and kinds of preference—Continued

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary per annum	Appointed with preference	
		Male	Female	Total	Male	Female	Total	Departmental			Field			Total				Male	Female
								Male	Female	Total	Male	Female	Total	Male	Female	Total			
FOR ENTRANCE—continued																			
Engineer—Continued.	P																		
Electrical, junior	P							10		10	12		12	22		22	\$2,000—\$2,016	3	
Electrical, senior	P	143		143	19		19				2		2	2		2	3,200—3,800		
Heating and ventilating, assistant	P							1	1	2	1	1	2	2		2	2,600		
Heating and ventilating, associate	P							2		2	3		3	5		5	3,200	3	
Highway, assistant	P										7		7	7		7	2,600	7	
Highway, associate	P							1		1	12		12	13		13	3,200—3,600	11	
Hydraulic	P	7		7	3		3				3		3	3		3	3,800—4,200	2	
Hydraulic, assistant	P	6		6							9		9	9		9	2,300—2,900	6	
Hydraulic, associate	P	3		3	1		1				4		4	4		4	2,600—3,200	3	
Hydraulic, senior	P										1		1	1		1	4,800		
Hydroelectric	P	26		26	8		8				3		3	3		3	3,800—4,400	2	
Hydroelectric, assistant	P	33		33	4		4				3		3	3		3	2,600—3,100	2	
Hydroelectric, associate	P	28		28	13		13				3		3	3		3	3,600—3,800		
Hydroelectric, principal	P	12		12	4		4				2		2	2		2	5,600—6,400		
Hydroelectric, senior	P	9		9	2		2				1		1	1		1	3,200		
Irrigation, assistant	P							1		1	1		1	1		1	2,504		
Irrigation, associate	P							1		1	1		1	1		1	2,900		
Junior	P	3,747	5	3,752	1,630	1	1,631												
Marine, associate	P	78		78	4		4												
Marine, motor	Cu	1		1	1		1												
Material testing, assistant	P							2		2				2		2	2,600	1	
Mechanical	P	270		270	60		60												
Mechanical assistant	P							1	1	2	10		10	11		11	2,300—2,800	4	
Mechanical associate	P							3		3	4		4	7		7	2,600—3,200	4	
Mechanical, junior	P							8		8	24		24	32		32	2,000—2,100	2	
Mechanical, senior	P	54		54	17		17				1		1	1		1	3,800	1	
Mine safety, associate	P										1		1	1		1	2,600		
Mining	P										3		3	3		3	3,200	3	
Mining, assistant	P	90		90	53		53				1		1	1		1	2,300	1	
Mining, associate	P										5		5	5		5	2,600—3,200	3	

Naval architecture, junior.....	P								1		1		1		2,000		
Naval architecture and marine engineering, junior.....	P						2	2	1		1	3	3	2,000-2,016		2	
Petroleum, assistant.....	P								2		2	2	2	2,600			
Radio.....	P	37	37	5		5											
Radio, assistant.....	P	124	124	28		28	1	1	8		8	9	9	1,800-3,000		2	
Radio, senior.....	P	15	15	4		4	1	1	1		1	1	1	3,200		1	
Signal.....	P						1	1	1		1	1	1	2,600			
Signal, junior.....	P						1	1	1		1	1	1	2,000		1	
Steam, marine.....	Cu	10	10	7		7		1	10		10	10	10	2,040-2,600		4	
Steam, marine assistant.....	Cu	6	6	6		6											
Structural, assistant.....	P	92	92	26		26	13	13	6		6	19	19	2,600		3	
Structural, associate.....	P						3	3	3		3	6	6	3,200		4	
Structural steel and concrete bridges, assistant.....	P						1	1	2		2	3	3	2,600			
Structural steel and concrete bridges, associate.....	P								3		3	3	3	2,800-3,200		2	
Structural steel and concrete buildings, associate.....	P						1	1	1		1	2	2	2,600-3,200		1	
Structural steel and concrete, junior.....	P						6	6	4		4	10	10	2,000-2,400			
Telegraph, assistant.....	P								1		1	1	1	2,600		1	
Telephone, assistant.....	P	118	118	22		22			6		6	6	6	2,600-3,000		1	
Welding, senior.....	P								2		2	2	2	3,856-4,600		1	
Engineer and deck office, junior.....	P	121	121	109		109			12		12	12	12	2,000			
Engineman:																	
Diesel.....	Cu								10		10	10	10	1,380-3,100		4	
Diesel, second assistant.....	Cu	5	5	1		1			1		1	1	1	2,600			
Diesel electric, first class.....	Cu	1	1	1		1											
Diesel electric, second class.....	Cu								1		1	1	1	1,680		1	
Laundry.....	Cu	1	1	1		1			1		1	1	1	1,200			
Locomotive crane.....	Cu	13	13	10		10			2		2	2	2	2,180-1,860		1	
Marine, first assistant.....	Cu								4		4	4	4	2,160-2,600		1	
Marine-gasoline.....	Cu								19		19	19	19	1,500-2,000		9	
Marine-steam, chief.....	Cu								2		2	2	2	2,200-2,400		1	
Refrigeration, second class.....	Cu								4		4	4	4	1,440-1,860		1	
Refrigeration, third class.....	Cu								1		1	1	1	1,260		1	
Station, assistant.....	Cu								1		1	1	1	1,500			
Steam, second class.....	Cu	202	202	90		90			12		12	12	12	1,500-2,000		7	
Steam, third class.....	Cu	183	183	126		126			48		48	48	48	1,320-1,800		32	
Steam-electric, first class.....	Cu	9	9	7		7			3		3	3	3	2,000-2,700		3	
Steam-electric, second class.....	Cu	45	45	21		21			21		21	21	21	1,380-1,980		16	
Steam-electric, third class.....	Cu	48	48	23		23											
Engineman fumigator, marine gasoline.....	Cu								2		2	2	2	1,500-1,620			
Engraver:																	
Map, copperplate, assistant.....	SP	8	1	9	7	7	1	1				1	1	1,620		1	
Map, copperplate, junior.....	SP	1		1	1	1											
Entomologist.....	P	28		28	11	11	3	3	2		2	5	5	3,800-4,000		4	
Assistant.....	P	139	1	140	83	83			8		8	8	8	2,600-2,800		2	
Associate.....	P	37	1	38	27	27			4		4	4	4	3,200-3,500		2	
Junior.....	P	192	6	198	43	44	1	1	23		23	24	24	2,000-2,200		1	
Senior.....	P	4		4	2	2	1	1	1		1	2	2	3,800-4,600		1	
Estimator:																	
Cotton, grade and staple, junior.....	P	54		54	37	37	1	1	7		7	8	8	2,000		2	
Crop and livestock, assistant.....	P	224		224	84	84											
Crop and livestock, associate.....	P	171		171	79	79											
Crop and livestock, junior.....	P								3		3	3	3	2,000		2	

TABLE 1.—Showing for the fiscal year ended June 30, 1931, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and by salary range; the number having military preference; and a summary by classification services and kinds of preference—Continued

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary per annum	Ap- pointed with prefer- ence			
		Male	Female	Total	Male	Female	Total	Departmental			Field			Total				Male	Female		
								Male	Female	Total	Male	Female	Total	Male	Female	Total					
FOR ENTRANCE—continued																					
Ethnologist, senior	P	4		4	1		1														
Examiner	P	2		2	2		2														
Civil service, associate	P	93	22	115	35	5	40														
Civil service, in education, associate	P								1	1						1	1				
Civil service, field	P	185	3	188														\$3, 200			
Claims	CAF										40		40	40		40	2, 600—	3, 200			
Patent, associate	P							1		1				1		40	2, 600—	3, 200			
Patent, junior	P	274	1	275	107		107	62		62				62		62	2, 000—	2, 300			
Range, junior	P	30		30	25		25				5		5	5		5	2, 000—	2, 300			
Transportation tariff	CAF							2		2				2		2	1, 620—	2, 300			
Warehouse, assistant	P	222		222	9		9				10		10	10		10	2, 600—	3, 200			
Warehouse, associate	P	195		195	7		7				2		2	2		2	2, 600—	3, 200			
Expert, automatic scale	Cu	36		36	13		13				1		1	1		1	2, 300	1			
Exterminator, pest	Cu										2		2	2		2	1, 260—	1, 380			
Farm hand	Cu										4		4	4		4	1, 200	1			
Farmer	SP	121		121	44		44				9		9	9		9	1, 560—	1, 680			
Fingerprint classifier, student	CAF	9		9	4		4	44	2	46				44	2	46	1, 260—	1, 440			
Finisher, cement	Cu	77		77	31		31	2		2	1		1	3		3	1, 878				
Fire fighter	Cu										9		9	9		9	1, 320—	1, 500			
Fireman, marine	Cu										46		46	46		46	1, 200—	1, 920			
Fireman, stationary	Cu	919		919	582		582				277		277	277		277	900—	1, 680			
High-pressure plant	Cu							11		11	10		10	21		21	1, 200—	1, 320			
Low-pressure plant	Cu										1		1	1		1	1, 200	1			
Fireman-laborer	Cu										2		2	2		2	1, 260—	1, 320			
Fire marshal (fire-prevention engineer)	P	43		43	5		5	2		2				2		2	3, 200—	5, 000			
Fish-culturist, apprentice	SP										16		16	16		16	1, 020	4			
Foreman	Cu	731	9	740	670	6	676				22		22	22		22	1, 380—	1, 980			
Assistant (airways construction)	Cu	30		30	6		6														
Assistant (laborers)	Cu	99		99	40		40														
Carpenter	Cu																				
Construction	Cu	27		27	12		12				6		6	6		6	1, 680—	2, 254			
Farm	Cu	1		1	1		1				7		7	7		7	1, 800—	2, 500			
											1		1	1		1	2, 000				

General maintenance and construction	Cu	233		233	60		60			12	12	12		12	1,620- 2,800	6	
Laborers	Cu	413		413	180		180	1		26	26	27		27	1,200- 2,053	12	
Laundry	Cu	112	2	114	80	1	81			4	4	4		4	1,320- 1,860	2	
Laundry department (washing)	Cu									5	5	5		5	1,200- 1,320		
Machinist	Cu									2	2	2		2	2,600		
Meat laboratory	Cu	4		4	2		2			1	1	1		1	1,878	1	
Mountain road and trail construction	Cu									13	13	13		13	2,000	3	
Painter	Cu									2	2	2		2	2,000- 2,028	2	
Road	Cu	292		292	64		64			4	4	4		4	1,800- 2,000	2	
Road maintenance	Cu									1	1	1		1	2,700	1	
Forester, junior	P	299		299	116		116			60	1	61	60	1	1,680- 2,300	5	
Game protector, United States	Cu									3	3	3		3	1,200- 2,600	2	
Garageman-driver	Cu	426		426	274		274			89		89	89		1,560- 1,620	38	
Gardener	SP	29		29	15		15			12		12	12		1,320- 1,680	9	
Assistant	SP							5		1		1	6		1,260- 1,440	2	
Head	SP	8		8	4		4			2		2	2		1,620- 1,680	2	
Geneticist	P	6		6	4		4			1		1	1		4,200		
Poultry	P	14		14	4		4										
Senior	P	10		10	3		3			2		2		2	4,800- 5,000	2	
Geologist	P	25		25	9		9			1		1	1		3,800	1	
Assistant	P	141	1	142	57	1	58			11		11	11	11	2,600	4	
Associate	P	8		9	3		3										
Junior	P	261	6	267	41		41			12		12	12	12	2,000		
Geophysicist	P	8		8	5		5										
Senior	P									1		1	1		4,600	1	
Glass blower, senior	SP	17		17	7		7	1				1	1		2,000		
Guard	Cu	783	36	819	480	9	489	22	2	24	238	238	260	2	262	1,080- 1,500	230
Chief	Cu	43		43	23		23				3	3	3		3	1,680	3
Customs	Cu	228		228	100		100				29	29	29		29	1,200- 2,100	29
Forest	Cu										1	1	1		1	1,500	
Penal and correctional institutions	Cu	1,988		1,988	386		386			226		226	226		226	1,680- 1,860	165
Guidance and placement officer	P	94	13	107	9	2	11				1	1		1	2,600		
Assistant	P	88	16	104	22	3	25										
Associate	P	52	11	63	18	1	19				1	1	1		2,600		
Handler of cotton samples	Cu	16		16	13		13				1	1	1		1,140		
Handyman	Cu									50		50	50		720- 2,028	11	
Head of home economics (Senior High School)	P		36	36		24	24										
Head of industrial training department	P	71		71	25		25										
Helper	Cu	771	53	824	489	42	531										
Automobile mechanic's	Cu	1		1	22		22				1	1	1		1,620		
Aviation engine mechanic's	Cu	67		67	11		11				22	22	22		1,260	4	
Blacksmith's	Cu									11		11	11		1,200- 1,620	2	
Carpenter's	Cu									64		64	64		1,002- 1,620	15	
Electrician's	Cu									21		21	21		1,002- 1,500	9	
Fireman's	Cu									4		4	4		1,320- 1,416	1	
General	Cu									26		26	26		1,260- 1,427	9	
Laundry, skilled	Cu	27	76	103	23	50	73			11	47	58	11	47	58	540- 1,260	4
Machinist's	Cu									29		29	29		801- 1,500	6	
Packer's	Cu	52		52	7		7										
Painter's	Cu	34		34	20		20			8		8		8	1,140- 1,320	2	
Pipefitter's	Cu									21		21	21	21	1,260- 1,552	3	
Plumber's	Cu									11		11	11	11	801- 1,380	5	

TABLE 1.—Showing for the fiscal year ended June 30, 1931, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and by salary range; the number having military preference; and a summary by classification services and kinds of preference—Continued

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary per annum	Appointed with preference	
		Male	Female	Total	Male	Female	Total	Departmental			Field			Total				Male	Female
								Male	Female	Total	Male	Female	Total	Male	Female	Total			
FOR ENTRANCE—continued																			
Helper—Continued.																			
Radio electrician's	Cu	47		47	33		33					1		1		1		\$1,500	
Scale mechanic's	Cu	1		1	1		1					1		1		1		1,500	
Scientific, under	SP	593	38	631	16	6	11	177	8	2	10	12	1	13	20	3	23	1,020—1,500	
Sheet-metal worker's	Cu											5		5	5		5	1,020—1,260	
Steamfitter's	Cu											6		6	6		6	1,002—1,352	
Tinner's	Cu											2		2	2		2	1,200—1,352	
Historian:																			
Park	P	22	8	30	7		7												
Park, assistant	P	52	20	72	24	17	41												
Park, associate	P	40	13	53	27	10	37												
Historical research, associate in	P	3	1	4	2	1	3	4	1	5				4	1	5		3,200	
Horseshoer	Cu	6		6	4		4					1		1	1	1		1,680	
Horticulturist	P											1		1	1	1		4,200	
Assistant	P											1		1	1	1		2,600	
Husbandman:																			
Animal, associate	P											1		1	1	1		3,200	
Animal, junior	P	73		73	56		56					1		1	1	1		2,000	
Dairy, assistant	P	103	1	104	10		10												
Dairy (extension), senior	P	40		40	7		7	1		1					1		1	4,600	
Hygienist:																			
Dental	SP	26	79	105	23	71	94						10	10		10	1	1,260—1,680	
Dental, senior	SP	5	27	32	4	26	30						1	1		1		1,800	
Illustrator, chief (entomology)	SP	11	4	15	1	1	2	1		1					1		1	2,700	
Inspector:																			
Aeronautical	Cu	1		1	1		1												
Aircraft, assistant	Cu											3		3	3		3	1,928—2,204	
Aircraft, junior	Cu	47		47	9		9												
Aircraft, senior	Cu											1		1	1		1	2,855	
Airplane	Cu	55		55	9		9					3		3	3		3	1,860—2,600	
Airways construction	Cu											3		3	3		3	2,000—2,300	

Aviation engine.....	Cu								2		2		2	2,600	1
Boilers (local and assistant).....	Cu	65		65	10		10		23		23		23	2,900-3,200	7
Building.....									5		5		5	2,000	2
Building, reinforced concrete.....	Cu								1		1		1	1,800	1
Bureau of Industrial Alcohol.....	CAF	2,275	18	2,293	1,353	12	1,365								
Construction.....	P	47		47	28		28		14		14		14	2,000-2,600	8
Construction, assistant.....	Cu	16		16	9		9		12		12		12	1,800-2,000	5
Customs.....	CAF	6,734	72	6,806	1,692	15	1,707		216	3	219	216	3	219	1,620-2,600
Customs patrol.....	Cu	330		330	182		182		52		52		52	1,620-2,100	114
Electrical, assistant.....	Cu	1		1	1		1								43
Engineering material, assistant.....	Cu	36		36	9		9		2		2		2	2,000-2,078	
Food and drug, junior.....	P								16		16		16	2,000	7
Headstones.....	Cu								1		1		1	1,800	1
Hulls (local and assistant).....	Cu	86		86	22		22		25		25		25	2,900-3,200	21
Immigrant.....	CAF	35		35	23		23		40		40		40	2,100	30
Immigration patrol.....	Cu	3,912		3,912	1,518		1,518		96		96		96	1,800	70
Lay, assistant.....	SP	4,825	15	4,840	1,535	3	1,538		54		54		54	1,620	14
Locomotives.....	Cu								1		1		1	4,000	
Mechanical, assistant.....	Cu								1		1		1	2,078	1
Plant quarantine, junior.....	P	1		1	1		1	1	53		53	54	54	2,000-2,500	9
Radio, assistant.....	Cu	41		41	4		4		1		1		1	2,000	
Radio enforcement, assistant.....	Cu	1		1	1		1		8		8		8	2,400	3
Sanitary, assistant.....	Cu								1		1		1	1,800	
Sanitary, junior.....	CAF	25		25	15		15		10		10		10	1,020-1,920	3
Shoes and leather.....	Cu								1		1		1	3,055	
Telegraph, chief.....	SP	62		62	10		10	1	4		4	5	5	2,600	1
Telegraph, senior.....	SP	35		35	6		6		5		5	5	5	2,000	3
Textiles.....	CAF								1		1		1	1,680	1
Weights and measures, assistant.....	SP	1		1											
Inspector-foreman, engineering, senior.....	SP	474		474	199		199		24		24	24	24	2,000	17
Inspector-foreman, penal and correctional institutions.....	SP								2		2	2	2	1,860-2,600	2
Inspector-superintendent:															
Engineering, chief.....	SP	63		63	58		58		13		13	13	13	2,300-2,600	7
Engineering, principal.....	SP	356		356	163		163								
Instructor.....	SP	19	1	20											
Assistant.....	SP	1	41	42		7	7								
(Shop subjects).....	SP	164	1	165	60		60	1	9		9	10	10	2,000-2,300	2
Instructor-foreman.....	Cu	454		454	98		98		5		5	5	5	2,000-2,600	2
Instrument maker.....	SP	15		15	3		3		24		24	24	24	1,427-2,003	2
Chief.....	SP	20		20	5		5	1				1	1	2,000	
Electrical.....	SP	10		10	2		2		1		1		1	2,100	1
Principal.....	SP							1				1	1	2,000	
Instrumentman.....	SP				4		4		5		5	5	5	2,000-2,300	1
Investigator:															
Junior.....	CAF	302	94	396	55	16	71								
Prohibition, senior.....	CAF	215	2	217	10		10		7		7	7	7	2,300-2,700	
Investigator and agent, prohibition, junior.....	CAF								2		2	2	2	2,600	1

TABLE 1.—Showing for the fiscal year ended June 30, 1931, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and by salary range; the number having military preference; and a summary by classification services and kinds of preference—Continued

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary annum	Appointed with preference	
		Male	Female	Total	Male	Female	Total	Departmental			Field			Total				Male	Female
								Male	Female	Total	Male	Female	Total	Male	Female	Total			
FOR ENTRANCE—continued																			
Janitor	Cu	1, 109	1	1, 110	829	1	830				18		18	18		18	720-	1, 740	10
Joiner:																			
Senior	Cu	58		58	34		34				1		1	1		1	1, 860		1
Ship	Cu										34		34	34		34	1, 953-	2, 204	8
Keeper:																			
Airways, assistant	Cu	336	1	337	148		148				109		109	109		109	1, 200-	1, 560	61
Assistant (National Zoological Park)	Cu	87		87	11		11	5		5				5		5	1, 320		2
Laboratorian	SP	23		23	11		11												
Engineering	SP										8		8	8		8	1, 800-	2, 160	
Mechanical	SP										2		2	2		2		1, 408	
Metallurgical	SP										2		2	2		2		1, 468	
Radio	SP	1		1	1		1												
Laborer:																			
Classified	Cu										345		345	345		345	780-	1, 500	162
Postal Service	Cu	2, 826	1	2, 827	1, 922	2	1, 924				247		247	247		247	720-	1, 500	137
Laborer-fumigator	Cu										1		1	1		1	1, 320		
Laborer-janitor, junior	Cu										339		339	339		339	630-	1, 440	174
Leader:																			
Band	SP	2		2	2		2				2		2	2		2	1, 440		2
Junior	SP	31		31	21		21												
Predatory-animal control, assistant	CAF										8		8	8		8	2, 000-	2, 400	5
Levelman	SP										1		1	1		1		1, 620	
Senior	SP	417		417	335		335				58		58	58		58	1, 620-	1, 920	15
Librarian:																			
Associate	P	5	6	11		3	3												
Hospital	P	2	58	60	1	23	24					16	16		16	16	1, 620-	1, 800	
Junior	P	6	13	19	3	5	8	8		8	1	1	2	1	9	10		2, 000	
Senior	P							1	1	2					1	2		4, 600	1

Lineman	Cu										6	6	6	6	1,380-1,800	2		
Lineman-operator, telegraph	Cu										1	1	1	1	1,500	1		
Lithographer:																		
Artistic	SP	22	1	23	6	1	7	1	1	1			1	1	1,800			
Artistic, apprentice	SP	27	2	29	14	1	15	1	1	1			1	1	1,200			
Artistic, apprentice, minor	SP							1	1	1			1	1	1,020			
Artistic, assistant	SP	2		2	1		1											
Artistic, chief	SP	22		22	12		12	1	1	1	1	1	1	1	2,300	1		
Artistic, senior	SP	4		4	3		3	1	1	1			1	1	2,000	1		
Mechanical, apprentice, minor	SP							9	9				9	9	1,020			
Mechanical, junior	SP	52	1	53	22		22	2	2	9	2		2	2	1,440			
Machinist:	Cu	14		14	9		9			206		206	206	206	1,377-2,204	41		
General	Cu									8		8	8	8	1,620-2,100	1		
Master	Cu	7		7	2		2											
Mason, brick or stone	Cu									2		2	2	2	2,003-2,504	1		
Master	Cu	5		5	5		5			9		9	9	9	1,860-2,400	2		
Master-at-arms	Cu									6		6	6	6	1,092	5		
Master and pilot	Cu	4		4	4		4			5		5	5	5	1,920-2,900	1		
Mate	Cu	32		32	26		26			18		18	18	18	1,320-2,600	4		
Mate and pilot	Cu	2		2	2		2			1		1	1	1	1,980			
Mathematician, junior	P	333	34	367	92	10	102	2	2	2	2	4	4	4	2,000			
Matron (and assistant matron)	Cu		339	339		262	262			46	46	46	46	46	1,080-1,320	2		
Meat cutter	Cu	47		47	29		29			5		5	5	5	1,200-1,500	4		
Mechanic:																		
Airplane	Cu	140		140	31		31			35	35	35	35	35	1,440-2,000	23		
Airplane, apprentice	Cu	75		75	53		53			5	5	5	5	5	1,020			
Airplane, foreman	Cu	17		17	4		4			1	1	1	1	1	1,620	1		
Automobile	Cu									5	5	5	5	5	1,200-2,000	2		
Automobile, general	Cu	211		211	110		110			71	71	71	71	71	1,377-2,100	33		
Automobile, senior	Cu							1	1	2	2	3	3	3	1,878-2,000	2		
Automobile, special	Cu	1		1	1		1			4	4	4	4	4	1,680-2,100	3		
Aviation engine	Cu	27		27	19		19			30	30	30	30	30	1,440-2,400	22		
General	Cu	5		5	2		2			23	23	23	23	23	1,200-1,920	11		
Junior	Cu									2	2	2	2	2	1,500	2		
Laboratory	SP	1		1	1		1											
Laboratory, dental	SP	47		47	38		38			14	14	14	14	14	1,260-2,000	12		
Laboratory, junior	SP	543		543	167		167											
Laboratory, under	SP									1	1	1	1	1	1,260			
Laundry	Cu	7		7	5		5			2	2	2	2	2	1,320-1,500	1		
Lighting equipment	Cu									1	1	1	1	1	1,620			
Master	Cu	1		1	1		1											
Metal work, general	Cu									1	1	1	1	1	1,700			
Radio	Cu	41		41	17		17			6	6	6	6	6	1,620-1,800	1		
Senior	Cu									1	1	1	1	1	1,860	1		
Tractor	Cu									2	2	2	2	2	1,800-2,035			
Mechanician:																		
Airway	Cu	135		135	43		43			32	32	32	32	32	2,000	21		
X-ray	SP	4		4	3		3			1	1	1	1	1	1,800	1		
Medical officer	P	516	9	525	490	7	497	4	1	5	183	185	187	3	190	2,400-4,000	134	1
Assistant	P	265	10	275	257	10	267				17	17	17		17	2,900-3,600	3	
Associate	P	197	2	199	191	2	193	1		1	51	51	52		52	2,400-3,600	17	
Junior (interne)	P	40	5	45	35	4	39				7	7	7		7	2,000	1	
Senior	P	53	1	54	15	1	16				4	4	4		4	4,600-5,000	2	

TABLE 1.—Showing for the fiscal year ended June 30, 1931, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and by salary range; the number having military preference; and a summary by classification services and kinds of preference—Continued

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary per annum	Ap-pointed with preference		
		Male	Female	Total	Male	Female	Total	Departmental			Field			Total				Male	Female	
								Male	Female	Total	Male	Female	Total	Male	Female	Total				
FOR ENTRANCE—continued																				
Medical technician.....	SP	97	123	220	44	49	93					19	13	32	19	13	32	\$1,440—\$1,920	13	
Junior.....	SP	119	60	179	51	37	88					15	1	16	15	1	16	1,260—1,560	5	
Senior.....	SP	123	83	206	58	52	110			1	1	21	15	36	21	16	37	1,620—2,200	11	
Messenger.....	Cu	38		38	20		20													
Junior (and assistant).....	Cu	2,082	448	2,530	1,680	369	2,049	336	3	339		42	5	47	378	8	386	600—1,200	12	
Messenger boy and girl.....	Cu	690	175	865	554	153	707					150	16	166	150	16	166	600—1,200	3	
Messenger and skilled laborer.....	Cu	293	2	295	223	1	224	86		86		132		132	218		218	600—1,500	52	
Metallurgist.....	P	41		41	9		9					2		2	2		2	3,300—3,400	1	
Assistant.....	P	17		17	16		16	1		1		3		3	4		4	2,125—2,800	1	
Associate.....	P	10		10	4		4					1		1	1		1	3,200	1	
Junior.....	P	35	2	37	25		25	1		1		3		3	4		4	2,000—2,035	2	
Meteorologist, junior.....	P											2		2	2		2	2,000		
Microanalyst, junior.....	P	18	21	39	12	16	28													
Milkman.....	Cu											8		8	8		8	1,200	1	
Millwright.....	Cu											29		29	29		29	1,603—2,153	2	
Miner.....	Cu	45		45	26		26													
Molder.....	Cu											5		5	5		5	1,753—2,003		
Naturalist:																				
Park.....	P	14		14	5		5					1		1	1		1	3,800	1	
Park, assistant.....	P	37	3	40	8	2	10					2	1	3	2	1	3	2,000—2,600	1	
Park, associate.....	P	42	3	45	28	1	29	1		1		3		3	4		4	2,600—3,200	1	
Park, junior.....	P	39		39	11		11					1		1	1		1	2,000	1	
Nematologist.....	P	3	2	5																
Junior.....	P											1		1	1		1	2,500	1	
Nurse:																				
Chief.....	SP	1	10	11		7	7						3		3		3	1,800—2,300		2
Graduate.....	SP	42	3,288	3,330	16	1,845	1,861		3	3		1	800	801	1	803	804	1,620—2,300	1	183
Head.....	SP	1	22	23		13	13							3		3	3	1,800		3
Student.....	SP	23	163	186	14	122	136						45	45		45	45	799		
Trained.....	SP											1	2	3	1	2	3	2,025		1
Nurseryman.....	SP											1		1	1		1	1,680	1	

[illegible]

TABLE 1.—Showing for the fiscal year ended June 30, 1931, by kinds of examinations and sex the number examined and passed; the number appointed, departmental and field, by sex and by salary range; the number having military preference; and a summary by classification services and kinds of preference—Continued

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary annum	Ap-pointed with preference	
		Male	Female	Total	Male	Female	Total	Departmental			Field			Total				Male	Female
								Male	Female	Total	Male	Female	Total	Male	Female	Total			
FOR ENTRANCE—continued																			
Painter.....	Cu	325		325	273		273	4		4	91		91	95		95	\$1, 260—\$2, 754	50	
Senior.....	Cu	164		164	149		149	1		1	2		2	3		3	1, 620—1, 980	2	
Sign.....	Cu										1		1	1		1	1, 800		
Spray.....	Cu							1		1	6		6	7		7	1, 680—1, 860	2	
Paleontologist.....	P	11		11	4		4	1		1				1		1	3, 800	1	
Patent specification writer and prosecutor, assistant.....	P	32		32	18		18	1		1				1		1	2, 600	1	
Pathologist.....	P	5		5										1		1	3, 600	1	
Associate.....	P	2		2	2		2				4		4	4		4	3, 200	1	
Plant.....	P	17	2	19	9	1	10				3		3	3		3	3, 800—4, 000		
Plant, assistant.....	P	8		8	5		5				5		5	5		5	2, 600—3, 000	1	
Plant, associate.....	P	12	1	13	9		9				3		3	3		3	3, 400—3, 800	2	
Plant, junior.....	P	35	13	48	17	6	23				11		11	11		11	2, 000	4	
Senior.....	P	22		22	10		10	1		1	1		1	2		2	4, 600	1	
Pharmacist.....	P										2		2	2		2	2, 000	1	
Junior.....	SP										2		2	2		2	2, 000	1	
Pharmacologist, associate.....	P	59	3	62	6		6				2		2	2		2	3, 200	1	
Photoengraver.....	SP	1		1															
Photographer.....	CAF	1		1	1		1	1		1	1		1	2		2	1, 620—1, 828	2	
Assistant.....	CAF										1		1	3		3	1, 260—1, 620		
Chief.....	CAF	1		1				1		1				1		1	2, 300		
Junior.....	CAF							3		3	3		3	3		3	1, 260—1, 440		
Senior.....	CAF	133	4	137	83	1	84	2		2	2		2	4		4	2, 000—2, 100	1	
Photographer and operator, motion picture.....	CAF							1		1				1		1	1, 800	1	
Physical director:																			
Junior.....	SP	73	4	77	14	1	15				2		2	2		2	1, 800	2	
Senior.....	SP	65	3	68	32	2	34				2		2	2		2	1, 800—2, 000		
Physician.....	P	8		8	8		8	1		1	21		21	22		22	2, 900—3, 800	15	
Associate.....	P										56		56	56		56	2, 700—3, 800	10	
Physicist.....	P	39		39	25		25				2		2	2		2	3, 800—4, 200	1	
Assistant.....	P	99	3	102	51	2	53	1		1	1		1	2		2	2, 600—2, 800		
Associate.....	P	58	4	62	45	4	49	1		1	1		1	2		2	3, 200		
Junior.....	P							8	2	10	12		12	20	2	22	1, 800—2, 400		

Physiologist (fruit and nut investigations)	P	16	1	17	9	9			2	2	2	2	3,800-4,400	1			
Associate (fruit and nut investigations)	P	16	2	18	5	2	7		1	1	1	1	3,400	1			
Associate (sugar beets)	P								1	1	1	1	3,200	1			
Junior	P								1	1	1	1	2,000				
Plant, junior	P	16	10	26	5	1	6	1	1	1	2	2	2,000-2,500				
Physiologist and histologist, associate	P	16	3	19	4	2	6		1	1	1	1	3,200				
Pilot	Cu								22	22	22	22	1,560-3,000	4			
Pipe fitter	Cu								17	17	17	17	1,678-2,153	2			
Plasterer	Cu								6	6	6	6	1,680-1,860	2			
Plumber	Cu	321		321	291		291	5	50	50	55	55	1,200-2,754	36			
Senior	Cu	339		339	329		329		1	1	1	1	2,000	1			
Plumber and steam fitter	Cu								3	3	3	3	1,260-1,860	2			
Policeman	Cu	1,212		1,212	185		185	112	112		112	112	1,900	44			
Barrack	Cu								11	11	11	11	1,200				
Polisher, marble	Cu	28		28	11		11		2	2	2	2	1,380	1			
Pomologist:																	
Assistant	P	25		25	5		5										
Associate	P	12		12	4		4										
Junior	P	38	3	41	18	2	20		2	2	2	2	2,000				
Senior	P	19		19	10		10		1	1	1	1	4,600				
Postmaster:																	
Assistant	CAF	6	1	7	4	1	5		1	1	1	1					
Fourth class	CAF	1,441	1,205	2,646	956	849	1,805		1,402	1,041	2,443	1,402	1,041	2,443	401-1,150	116	8
Poultryman:																	
Assistant	Cu	10		10	4		4		1	1	1	1	1,320	1			
Head	Cu	60		60	18		18		1	1	1	1	1,320				
Press feeder	Cu	9	4	13	9	4	13										
Pressman, printing	Cu	1		1	1		1	32	32		32	32	2,504-2,754	10			
Principal	SP	193	27	220	106	13	119										
Normal-training department	SP									1							
Printer	Cu	1,540	125	1,665	993	45	1,038	183	12	195	1	1	184	12	196	2,000-2,754	33
Private (fire department)	Cu	412		412	45		45	49	49			49	49	1,900	14		
Professor of chemistry	P	1		1	1		1										
Psychologist, assistant	P	47	11	58	14	6	20		3	3	3	3	2,600	1			
Purchaser, land	CAF	37		37	1		1										
Ranger:																	
Forest	SP	294	1	295	46		46		24	24	24	24	1,380-2,000	5			
Park	SP	597		597	147		147		21	21	21	21	1,860	8			
Repairman, locomotive	Cu	36		36	18		18		11	11	11	11	1,380-2,300	4			
Repairman, maintenance	Cu	14		14	9		9		1	1	1	1	1,252				
Repairman, shoe and harness	Cu	3		3	1		1		3	3	3	3	1,380	2			
Repairman, telephone	Cu								3	3	3	3	1,800-1,878	2			
Representative, treasury	CAF	460	4	464	86		86		5	5	5	5	2,600-3,200	1			
Reservation protector, United States	Cu				2		2		2	2	2	2	2,600	2			
Rodman	Cu	63		63	49		49		70	70	70	70	600-1,680	4			
Senior	Cu	325		325	244		244		23	23	23	23	1,020-1,260	4			
Rodman and chainman	Cu								11	11	11	11	1,020-1,602	2			
Rural carrier	CAF	6,652	208	6,860	4,324	168	4,492		419	16	435	419	16	435	792-3,090	208	3
Sailmaker	Cu								1	2	1	1	2	1,560-2,103	1		
Scaler	SP	36		36	16		16		1	1	1	1	1,020	1			
Scientist, junior (nautical)	P	21		21	9		9	3	3		3	3	2,000	3			
Scientist, soil	P								2	2	2	2	3,500-3,800	1			
Seamstress	Cu	1	24	25		4	4	2	2	17	17	19	19	480-1,320	1		

TABLE 1.—Showing for the fiscal year ended June 30, 1931, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and by salary range; the number having military preference; and a summary by classification services and kinds of preference—Continued.

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary per annum	Appointed with preference		
		Male	Female	Total	Male	Female	Total	Departmental			Field			Total				Male	Female	
								Male	Female	Total	Male	Female	Total	Male	Female	Total				
FOR ENTRANCE—continued																				
Sheet-metal worker.....	Cu													23		23	23	\$1,565-\$2,329	4	
Ship fitter.....	Cu													15		15	15	2,178	2	
Signalman.....	SP	112		112	10		10							2		2	2	2,600	1	
Silviculturist.....	P	25		25	17		17	1		1						1	1	3,800	1	
Assistant.....	P	66		66	36		36							7		7	7	2,600-3,000	2	
Associate.....	P	31		31	27		27							4		4	4	3,200-3,500		3
Principal.....	P	6		6	3		3													
Senior.....	P	13		13	4		4													
Social service administration, expert in.....	P	30	39	69	1	7	8		1	1							1		3,200	
Social worker (psychiatric).....	SP	32	104	136		15	15					8		8		8	8	1,800-2,000		
Head (medical).....	SP	1	3	4		2	2					1		1		1	1	2,100		
Junior.....	SP	49	202	251		44	44					13		13		13	13	1,800		
Soil surveyor, junior.....	P	33	1	34	21		21													
Specialist:																				
Business, associate.....	CAF	180		180	40		40													
Business (small dwelling construction), assistant chief.....	CAF							1		1						1	1	3,200	1	
Home economics.....	P		15	15		2	2		1	1							1		3,800	
Home economics (food and nutrition), associate.....	P								1	1							1		3,200	
Home economics, junior.....	P		66	66		20	20					5		5		5	5	1,500-2,000		
Home economics, senior.....	P								1	1							1		4,600	
Home economics education, research.....	P		9	9		1	1		1	1							1		4,600	
Marketing.....	P	23		23	7		7	2		2		1		1		3	3	3,200-3,800		
Marketing, assistant.....	P	220	1	221	74		74					14		14		14	14	2,600-2,700		8
Marketing, associate.....	P	158	1	159	36		36					6		6		6	6	2,600-3,500	3	
Marketing, junior.....	SP	451	5	456	108	1	109	1		1		11		11		12	12	2,000		5
Marketing, principal.....	P	65		65	8		8	2		2						2	2	3,200-5,600		
Marketing, senior.....	P	60		60	19		19	2		2						2	2	4,600		1
Research.....	P	1		1																
Statistician, medical, associate.....	P											1		1		1	1	3,200		
Steamfitter.....	CU	152		152	119		119	1		1		13		13		14	14	1,502-2,400		7
Senior.....	CU	118		118	111		111									1	1	1,860		1

STATISTICAL INFORMATION

TABLE 1.—Showing for the fiscal year ended June 30, 1931, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and by salary range; the number having military preference; and a summary by classification services and kinds of preference.—Continued

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary annum	per		Appointed with preference
		Male	Female	Total	Male	Female	Total	Departmental			Field			Total				Male	Female	
								Male	Female	Total	Male	Female	Total	Male	Female	Total				
FOR ENTRANCE—continued																				
Technologist—Continued.																				
Paper	P	18		18	2		2				1		1	1		1	\$3,800			
Petroleum	P	18		18	11		11													
Petroleum, assistant	P	9		9	3		3				2		2	2		2	2,600	1		
Petroleum, associate	P	12		12	8		8				1		1	1		1	3,200	1		
Senior	P	8		8	5		5													
Soil, assistant	P	34		34	17		17				5		5	5		5	2,600	2		
Soil, associate	P	18		18	9		9													
Timber expert	P	44		44	10		10				3		3	3		3	3,200	3		
Assistant	P	45		45	10		10													
Tinner	Cu							1		1	6		6	7		7	\$1,440–2,288	1		
Toolmaker	Cu										48		48	48		48	1,752–2,629	4		
Toxicologist	P	5		5	2		2													
Assistant	P							1		1				1		1	2,000			
Senior	P	5		5	5		5				1		1	1		1	5,000	1		
Trade commissioner	CAF	10		10	9		9													
Assistant	CAF	4		4	4		4													
Traffic manager	CAF	8		8	3		3				1		1	1		1	2,000	1		
Transcriber, dictating machine	CAF	62	453	515	20	217	237	1	17	18		5	5	1	22	23	1,440			
Transitman	SP										10		10	10		10	1,800–2,040	1		
Translator (and principal translator)	CAF	2,147	982	3,129	768	517	1,285													
Assistant	CAF										1		1	1		1	1,680	1		
Senior	CAF										1		1	1		1	2,000	1		
Truck driver, automobile	Cu	270		270	179		179				6		6	6		6	1,377–1,800	5		
Truck driver, motor	Cu							1		1				1		1	1,200	1		
Typist (departmental service)	CAF	10	6	16	6	5	11													
Junior	CAF							109	297	406	312	458	770	421	755	1,176	960–2,025	74	26	
Senior	CAF							38	112	150	43	142	185	81	254	335	1,260–1,800	22	18	
Upholsterer	Cu										1		1	1		1	1,680	1		
Verifier, opener, and packer	Cu	1,741		1,741	462		462				41		41	41		41	1,260–1,680	22		
Veterinarian, junior	P	66		66	58		58				48		48	48		48	2,000	17		

Wagon master.....	Cu	24		24	6		6			2		2	2		2	1,320-1,680	2
Warden.....	Cu	58	1	59	7		7										
Deputy.....	Cu	71		71	11		11										
Forest game, junior	Cu									1		1	1			1,260	
Warder.....	Cu									2		2		2		1,320	
Warehouseman.....	Cu	107		107	31		31			19		19	19		19	1,140-1,440	14
Watchman.....	Cu									5		5	5		5	1,200-1,352	1
Watchman, warehouse	Cu									8		8	8		8	1,320-1,680	3
Weaver.....	SP		3	3													
Welder.....	Cu	16		16	12		12			25		25	25		25	1,778-2,504	9
Woodworker, airplane	Cu	115		115	42		42			2		2	2		2	1,800-1,860	1
Writer.....																	
Agricultural (radio).....	CAF	54	9	63	9	2	11	1	1				1		1	2,900	
Home economics (radio).....	CAF	1	25	26		4	4		1	1				1		2,900	
Yeoman.....	CAF	77		77	19		19			3		3	3		3	1,032-1,092	
Zoologist:																	
Assistant.....	P	14	4	18	3	1	4	1		1		1	1		1	2,600	
Junior.....	P	82	34	116	4	1	5	1	1	2	2	4	3	3	6	2,000	
Miscellaneous:																	
Air service.....	Cu	180		180	106		106			89		89	89		89		36
Army Transport Service.....	Cu	19		19			9			33		33	33		33		13
Civil-service districts.....	Cu	12,438	64	12,502	8,198	54	8,252										
Custodian service.....	Cu	709		709	484		484			6		6	6		6		3
Engineer service.....	Cu	6,251	1	6,252	4,646		4,646			903		903	903		903		188
Immigration Service.....	Cu	38		38	26		26										
Indian irrigation service.....	Cu	159		159	114		114										
Indian Service.....	Cu	56		56	20		20			18		18	18		18		2
Department of Justice.....	Cu	296		296	205		205			50		50	50		50		16
Lighthouse Service.....	Cu	691	1	692	582	1	583			112		112	112		112		45
Motor-vehicle service.....	Cu	89		89	25		25										
Navy-yard service.....	Cu	9,863	99	9,962	6,224	88	6,312			7,997	24	8,021	7,997	24	8,021		2,083
Ordnance service.....	Cu	1,906	37	1,943	1,277	28	1,305			502	49	551	502	49	551		60
Postoffice service.....	Cu	228		228	149		149										
Quartermaster service.....	Cu	1,783	97	1,880	1,443	95	1,538			48		48	48		48		20
Radio service.....	Cu	13		13	5		5										
Reclamation Service.....	Cu	195		195	140		140			43		43	43		43		13
Veterans' Administration.....	Cu	1,571	19	1,590	894	18	912			14		14	14		14		9
War Department.....	Cu	1,499	142	1,641	1,013	111	1,124										
Total for entrance, classified service.....		191,837	49,467	241,304	93,971	22,774	116,745	2,597	3,113	5,710	28,452	4,299	32,751	31,049	7,412	38,461	9,698 365
Professional and scientific.....	P	20,791	1,176	21,967	8,389	402	8,791	429	62	491	1,545	71	1,616	1,974	133	2,107	702 1
Subprofessional.....	SP	18,755	6,286	25,041	6,905	3,283	10,188	190	33	223	1,212	1,133	2,345	1,402	1,166	2,568	348 192
Clerical, administrative, and fiscal.....	CAF	78,375	40,195	118,570	33,929	17,729	51,658	937	2,920	3,857	10,403	2,879	13,282	11,340	5,799	17,139	3,560 165
Custodial.....	Cu	73,916	1,810	75,726	44,748	1,360	46,108	1,041	98	1,139	15,292	216	15,508	16,333	314	16,647	5,088 7
Total.....		191,837	49,467	241,304	93,971	22,774	116,745	2,597	3,113	5,710	28,452	4,299	32,751	31,049	7,412	38,461	9,698 365
Nonpreference.....		148,060	48,618	196,678	66,845	22,094	88,939	2,075	3,035	5,110	19,276	4,012	23,288	21,351	7,047	28,398	
Preference (5 points allowed).....		37,761	440	38,201	23,409	397	23,806	402	17	419	7,312	167	7,479	7,714	184	7,898	7,714 184
Disability preference.....		6,016	46	6,062	3,717	41	3,758	120	2	122	1,864	26	1,890	1,984	28	2,012	1,984 28
Widow's preference.....			260	260		183	183		38	38		61	61		99	99	

TABLE 1.—Showing for the fiscal year ended June 30, 1931, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and by salary range; the number having military preference; and a summary by classification services and kinds of preference.—Continued.

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary per annum	Ap- pointed with prefer- ence	
		Male	Female	Total	Male	Female	Total	Departmental			Field			Total				Male	Female
								Male	Female	Total	Male	Female	Total	Male	Female	Total			
FOR ENTRANCE—continued																			
Wife's preference			103	103		59	59		21	21		33	33		54	54			54
Total		191, 837	49, 467	241, 304	93, 971	22, 774	116, 745	2, 597	3, 113	5, 710	28, 452	4, 299	32, 751	31, 049	7, 412	38, 461		9, 698	365
Transfer, promotion, and reinstatement		5, 888	1, 246	7, 134	4, 210	715	4, 925	869	338	1, 207	1, 634	226	1, 860	2, 503	564	3, 067			
Total for classified service		197, 725	50, 713	248, 438	98, 181	23, 489	121, 670	3, 466	3, 451	6, 917	30, 086	4, 525	34, 611	33, 552	7, 976	41, 528			
Designation to military and naval academies				2, 665															
District of Columbia				120															
Entrance to Naval Academy and Coast Guard				2, 940															
Foreign Service, Department of State				332															
Philippine Service (teacher)		377	276	653	258	227	485												
Postmaster:																			
First class		740	46	786	257	6	263				53		53	53		53		13	
Second class		1, 291	217	1, 508	535	72	607				129	15	144	129	15	144		40	
Third class		2, 066	946	3, 012	1, 440	656	2, 096				296	110	406	296	110	406		83	3
Unskilled laborer		3, 857	1, 975	5, 832	3, 264	1, 709	4, 973	325	76	401	3, 681	228	3, 909	4, 006	304	4, 310		1, 388	12
Total for unclassified positions				17, 848				325	76	401	4, 159	353	4, 512	4, 484	429	4, 913		1, 524	15
Aggregate				266, 286				3, 791	3, 527	7, 318	34, 245	4, 878	39, 123	38, 036	8, 405	46, 441		11, 222	380

TABLE 2.—*Number of appointments made to competitive classified positions during the fiscal year ended June 30, 1931, by departments and independent offices, and preference status*

Department or office	Number appointed			
	10-point preference	5-point preference	Nonpreference	Total
State.....	1	6	73	80
Treasury.....	287	572	1,333	2,192
War.....	196	977	4,048	5,221
Justice.....	109	627	426	1,162
Post Office.....	672	1,859	7,352	9,883
Navy.....	262	1,959	6,392	8,613
Interior.....	52	185	946	1,183
Agriculture.....	80	297	1,395	1,772
Commerce.....	70	425	2,960	3,455
Labor.....	41	113	251	405
Government Printing Office.....	14	70	547	631
Smithsonian.....	5	12	16	33
Interstate Commerce Commission.....	26	57	214	297
Civil Service Commission.....	7	14	103	124
Federal Trade Commission.....	0	0	24	24
Shipping Board.....	0	1	8	9
Tariff Commission.....	0	0	3	3
Employees' Compensation Commission.....	1	1	13	15
Federal Board for Vocational Education.....	0	0	2	2
Panama Canal.....	0	11	30	41
Public Buildings and Parks.....	14	30	57	101
General Accounting Office.....	2	3	61	66
Veterans' Administration.....	320	615	1,977	2,912
National Advisory Commission for Aeronautics.....	3	6	36	45
Federal Radio Commission.....	1	1	4	6
Federal Farm Board.....	2	2	20	24
Personnel Classification Board.....	0	0	1	1
Police and fire departments of the District of Columbia.....	0	55	106	161
Total.....	2,165	7,898	28,398	38,461

TABLE 3.—*Number of appointments made in the departmental service during the last five fiscal years*

1927.....	2,075	1930.....	¹ 5,210
1928.....	2,065	1931.....	² 5,710
1929.....	2,386		

¹ Includes approximately 2,450 in the Bureau of the Census.² Includes approximately 2,355 in the Bureau of the Census.TABLE 4.—*Showing for the fiscal year ended June 30, 1931, by departments and independent offices, the number of preference and nonpreference eligibles certified, appointed, and passed over*

[Figures compiled from final actions on all certificates reported on during the year]

Department or office	10-point preference ¹			5-point preference			Nonpreference			Total		
	Certified	Appointed	Passed over	Certified	Appointed	Passed over	Certified	Appointed	Passed over	Certified	Appointed	Passed over
Agriculture.....	419	67	52	1,048	245	86	4,831	1,121	560	6,298	1,433	698
Arlington Memorial Bridge Commission.....	6	0	0	9	0	0	0	0	0	15	0	0
Civil Service Commission.....	25	7	6	64	13	5	378	107	32	467	127	43
Commerce.....	242	65	45	976	394	108	2,367	828	299	3,585	1,287	452
District of Columbia government.....	47	1	9	225	65	19	782	228	35	1,054	294	63
Federal Board for Vocational Education.....	2	0	0	0	0	0	2	1	0	4	1	0
Federal Farm Board.....	43	3	1	26	2	1	160	21	9	229	26	11
Federal Power Commission.....	1	0	0	2	0	0	0	0	0	3	0	0
Federal Radio Commission.....	15	1	3	22	2	1	53	8	7	90	11	11
Federal Trade Commission.....	3	0	0	3	0	0	101	28	17	107	28	17

¹ Disability, wife, and widow preference.

TABLE 4.—*Showing for the fiscal year ended June 30, 1931, by departments and independent offices, the number of preference and nonpreference eligibles certified, appointed, and passed over—Continued*

[Figures compiled from final actions on all certificates reported on during the year]

Department or office	10-point prefer- ence			5-point prefer- ence			Nonpreference			Total		
	Certified	Appointed	Passed over	Certified	Appointed	Passed over	Certified	Appointed	Passed over	Certified	Appointed	Passed over
General Accounting Office.....	10	1	6	6	3	1	143	53	18	159	57	25
Government Printing Office.....	60	12	9	143	72	18	1,180	538	124	1,383	622	151
Interior.....	334	54	65	783	188	104	3,550	1,015	370	4,667	1,257	539
Interstate Commerce Commis- sion.....	85	25	20	156	58	17	557	260	61	798	343	98
Justice.....	419	73	46	1,828	423	178	1,844	352	168	4,091	848	392
Labor.....	282	49	34	734	125	33	1,399	274	114	2,415	448	181
National Advisory Committee for Aeronautics.....	5	1	0	11	1	3	163	28	10	179	30	13
National Capital Park and Planning Commission.....	2	0	0	24	4	1	31	3	3	57	7	4
Navy.....	437	200	24	2,823	1,634	131	9,864	4,990	486	13,124	6,824	641
Panama Canal.....	4	0	1	66	22	14	185	61	16	255	83	31
Personnel Classification Board.....	4	0	0	1	0	0	4	1	0	9	1	0
Post Office.....	1,397	655	249	3,795	1,702	288	12,977	5,154	1,890	18,169	7,511	2,427
Public Buildings and Public Parks.....	117	15	16	136	27	10	250	62	36	503	104	62
Rock Creek and Potomac Park- ways Commission.....	0	0	0	2	0	0	1	0	0	3	0	0
Smithsonian Institution.....	32	7	4	50	14	2	74	16	1	156	37	7
State.....	18	1	5	22	4	3	230	76	29	270	81	37
Treasury.....	998	266	184	2,109	573	234	6,255	1,637	695	9,362	2,476	1,113
Employees' Compensation Commission.....	14	1	4	3	1	0	67	13	3	84	15	7
Shipping Board.....	2	0	1	1	1	0	55	9	7	58	10	8
Tariff Commission.....	2	0	0	1	0	0	17	4	3	20	4	3
Veterans' Administration.....	1,184	332	196	2,903	778	269	8,961	2,143	858	13,048	3,253	1,323
War.....	922	233	147	3,845	1,255	506	13,565	4,711	1,352	18,332	6,199	2,005
Total.....	7,131	2,069	1,127	21,817	7,606	2,032	70,046	23,742	7,203	98,994	33,417	10,362

TABLE 5.—*Apportionment of appointments from July 15, 1883, to June, 30, 1931*

IN ARREARS

State or Territory	In service on June 30, 1930	Appointed since June 30, 1930	Separated since June 30, 1930	In service on June 30, 1931	Appoint- ments to which each State and Territory would be entitled on June 30, 1931 ¹
1. Porto Rico.....	22	3	2	23	474
2. Hawaii.....	13	1	1	13	113
3. California.....	356	67	43	380	1,743
4. Texas.....	468	51	36	483	1,788
5. Alaska.....	5	-----	-----	5	18
6. Oklahoma.....	193	28	14	207	735
7. Arizona.....	39	5	4	40	134
8. Michigan.....	474	64	62	476	1,486
9. Louisiana.....	203	24	13	214	645
10. Arkansas.....	194	31	16	209	569
11. New Jersey.....	481	39	27	493	1,241
12. Alabama.....	314	49	20	343	812
13. Georgia.....	381	56	31	406	893
14. Mississippi.....	281	22	9	294	617
15. Ohio.....	939	123	48	1,014	2,040
16. Illinois.....	1,104	151	84	1,171	2,342
17. New Mexico.....	64	6	5	65	130
18. Wisconsin.....	427	59	33	453	902
19. South Carolina.....	258	32	17	273	534

¹ This column shows how the 38,292 appointments would have been distributed among the States and Territories had each State and Territory furnished sufficient eligibles with the necessary qualifications for the positions to be filled. These figures are based upon population as shown by the 1930 census.

TABLE 5.—*Apportionment of appointments from July 15, 1883, to June 30, 1931—Continued*

IN ARREARS—Continued

State or Territory	In service on June 30, 1930	Appointed since June 30, 1930	Separated since June 30, 1930	In service on June 30, 1931	Appointments to which each State and Territory would be entitled on June 30, 1931
20. New York.....	1,977	168	99	2,046	3,864
21. Nevada.....	14	1	-----	15	28
22. North Carolina.....	477	72	26	523	973
23. Washington.....	222	58	20	260	480
24. Oregon.....	157	23	13	167	293
25. Florida.....	254	39	27	266	451
26. North Dakota.....	100	53	9	124	209
27. Connecticut.....	270	46	21	295	493
28. Tennessee.....	476	37	29	484	803
29. Kentucky.....	497	38	32	503	803
30. Wyoming.....	40	9	5	44	69
31. Montana.....	100	18	10	108	165
32. Idaho.....	98	11	11	98	137
33. Indiana.....	680	30	30	719	994
34. Minnesota.....	502	69	59	578	787
35. Pennsylvania.....	2,081	213	109	2,185	2,956
36. Colorado.....	217	38	17	238	318
37. Nebraska.....	285	62	25	322	423
38. South Dakota.....	145	36	16	165	213
39. Missouri.....	776	154	62	868	1,114
40. Kansas.....	431	79	30	480	577
41. Utah.....	115	36	15	136	156
42. West Virginia.....	459	53	22	490	531
43. Rhode Island.....	188	26	16	198	211
44. Massachusetts.....	1,171	140	76	1,235	1,304

IN EXCESS

45. New Hampshire.....	125	22	3	144	143
46. Delaware.....	76	4	4	76	73
47. Maine.....	252	26	22	256	245
48. Iowa.....	768	126	57	837	758
49. Vermont.....	140	5	2	143	110
50. Virginia.....	2,611	129	120	2,620	743
51. Maryland.....	2,419	141	136	2,424	501
52. District of Columbia.....	12,934	593	844	12,683	149
Total.....	37,273	3,451	2,432	38,292	² 38,290

² This total would be the same as the total in the preceding column, which shows actual appointments, if it were possible to apportion an appointment fractionally.

In the foregoing table the States and Territories are arranged (in inverse order) according to the relative percentage of appointments they have received. This order is not fixed. States are lowered or raised in standing as they gain in appointments, or lose by separations of their citizens from the service. This arrangement is designed to secure to States, through certifications of eligibles from the various registers, their equitable proportion of appointments. A comparison of the figures in the second column of the table with those in the fourth column will show the gain or loss to the State or Territory during the fiscal year.

TABLE 6.—*Showing for all branches of the classified service the number examined, the number that passed, the per cent that passed, the number appointed, the per cent appointed of those that passed, and the approximate number of competitive classified positions in the service during the several periods covered by the reports of the commission*

Branch of service and period covered	Approximate number of classified competitive positions	Examined	Passed	Per cent that passed	Appointed	Per cent appointed of those that passed
POST OFFICE SERVICE ¹						
July 16, 1883, to Jan. 15, 1884-----	5,690	1,941	1,119	57.7	372	33.2
Jan. 16, 1884, to Jan. 15, 1885-----	7,500	3,233	2,262	70.0	1,249	55.2
Jan. 16, 1885, to Jan. 15, 1886-----	9,000	4,113	2,953	71.8	1,473	49.9
Jan. 16, 1886, to June 30, 1887-----	10,500	7,467	5,222	69.9	3,254	62.3
July 1, 1887, to June 30, 1888-----	11,767	6,103	3,632	59.5	1,924	53.0
July 1, 1888, to June 30, 1889-----	12,966	10,702	6,615	61.8	2,938	44.4
July 1, 1889, to June 30, 1890-----	13,097	11,193	6,904	61.7	2,850	41.2
July 1, 1890, to June 30, 1891-----	14,909	8,538	5,840	68.4	2,861	49.0
July 1, 1891, to June 30, 1892-----	17,500	9,162	5,551	60.6	2,113	38.2
July 1, 1892, to June 30, 1893-----	23,058	15,875	8,474	53.4	2,505	29.6
July 1, 1893, to June 30, 1894-----	24,000	25,777	14,343	55.6	3,154	22.0
July 1, 1894, to June 30, 1895-----	25,000	19,438	12,802	65.9	3,348	26.2
July 1, 1895, to June 30, 1896-----	26,316	14,433	10,374	71.9	3,148	30.3
July 1, 1896, to June 30, 1897-----	28,000	20,226	10,934	54.1	1,570	14.4
July 1, 1897, to June 30, 1898-----	31,000	14,891	9,161	61.5	2,758	30.1
July 1, 1898, to June 30, 1899-----	35,650	10,509	6,852	65.2	2,584	37.7
July 1, 1899, to June 30, 1900-----	37,000	16,584	11,447	69.0	3,931	34.3
July 1, 1900, to June 30, 1901-----	40,000	20,901	12,749	61.0	4,293	33.6
July 1, 1901, to June 30, 1902-----	40,114	30,605	18,858	61.6	6,328	33.5
July 1, 1902, to June 30, 1903-----	59,015	46,565	35,220	75.6	16,159	45.9
July 1, 1903, to June 30, 1904-----	71,098	52,771	39,961	75.7	21,022	52.6
July 1, 1904, to June 30, 1905-----	81,596	52,550	41,978	79.9	16,297	38.8
July 1, 1905, to June 30, 1906-----	89,202	48,302	37,918	78.5	17,121	45.1
July 1, 1906, to June 30, 1907-----	95,926	51,025	37,771	74.0	16,456	43.5
July 1, 1907, to June 30, 1908-----	102,127	52,363	37,850	72.3	12,169	32.2
July 1, 1908, to June 30, 1909-----	122,711	57,568	45,468	79.0	11,441	25.2
July 1, 1909, to June 30, 1910-----	126,131	37,253	30,170	81.0	11,812	39.2
July 1, 1910, to June 30, 1911-----	127,228	42,750	34,149	79.9	9,328	27.3
July 1, 1911, to June 30, 1912-----	115,905	40,256	26,133	64.9	8,706	33.3
July 1, 1912, to June 30, 1913-----	161,846	59,181	39,810	67.3	14,905	37.4
July 1, 1913, to June 30, 1914-----	165,646	103,678	76,257	73.6	19,606	25.7
July 1, 1914, to June 30, 1915-----	165,808	70,734	52,586	74.3	13,682	26.0
July 1, 1915, to June 30, 1916-----	166,375	72,122	55,614	77.1	17,729	31.9
July 1, 1916, to June 30, 1917-----	187,067	51,527	38,647	75.0	19,569	50.6
July 1, 1917, to June 30, 1918-----	188,291	56,268	41,309	73.4	29,572	71.5
July 1, 1918, to June 30, 1919-----	190,081	58,459	41,433	70.9	29,949	72.2
July 1, 1919, to June 30, 1920-----	196,449	58,922	39,667	67.3	17,181	43.3
July 1, 1920, to June 30, 1921-----	205,352	114,033	74,977	65.8	32,601	43.5
July 1, 1921, to June 30, 1922-----	209,533	70,120	43,984	62.7	25,186	57.2
July 1, 1922, to June 30, 1923-----	212,078	61,122	40,583	66.4	22,286	54.9
July 1, 1923, to June 30, 1924-----	222,276	77,862	52,575	67.5	27,237	52.0
July 1, 1924, to June 30, 1925-----	226,801	77,978	50,647	65.0	20,560	40.6
July 1, 1925, to June 30, 1926-----	230,021	89,835	42,591	47.4	16,561	38.9
July 1, 1926, to June 30, 1927-----	232,244	98,423	45,080	45.8	17,560	39.0
July 1, 1927, to June 30, 1928-----	238,449	100,576	49,279	49.0	15,720	31.9
July 1, 1928, to June 30, 1929-----	241,394	96,276	44,986	46.7	16,875	37.5
July 1, 1929, to June 30, 1930-----	250,525	80,115	39,665	49.5	13,560	34.2
July 1, 1930, to June 30, 1931-----	253,898	51,314	26,488	51.6	8,905	33.6
Total-----		2,181,639	1,418,888	65.0	572,408	40.3

¹ Includes clerks, city carriers, village carriers, and employees in motor-vehicle service at classified post offices, rural carriers, fourth-class postmasters, and sea post clerks.

TABLE 6.—Showing for all branches of the classified service the number examined, etc.—Continued

Branch of service and period covered	Approximate number of classified competitive positions	Examined	Passed	Per cent that passed	Appointed	Per cent appointed of those that passed ¹
RAILWAY MAIL SERVICE						
May 1, 1889, to June 30, 1889.....	5,448	2,236	1,802	80.6	125	6.9
July 1, 1889, to June 30, 1890.....	5,836	4,463	3,129	70.2	1,400	44.7
July 1, 1890, to June 30, 1891.....	6,032	3,706	2,588	69.8	1,062	41.0
July 1, 1891, to June 30, 1892.....	6,417	4,597	2,949	64.2	1,199	40.6
July 1, 1892, to June 30, 1893.....	6,645	3,555	2,316	65.2	993	42.9
July 1, 1893, to June 30, 1894.....	6,852	4,267	3,120	73.3	718	23.0
July 1, 1894, to June 30, 1895.....	7,045	4,641	3,107	67.0	643	20.7
July 1, 1895, to June 30, 1896.....	7,408	5,113	3,127	61.2	655	20.9
July 1, 1896, to June 30, 1897.....	7,573	6,431	4,710	73.2	381	8.1
July 1, 1897, to June 30, 1898.....	7,999	4,799	3,828	79.8	698	18.2
July 1, 1898, to June 30, 1899.....	8,388	5,220	4,319	82.7	774	17.9
July 1, 1899, to June 30, 1900.....	8,696	4,488	3,844	85.7	736	19.1
July 1, 1900, to June 30, 1901.....	8,975	4,359	3,593	82.4	816	22.7
July 1, 1901, to June 30, 1902.....	9,000	377	258	68.4	1,017	-----
July 1, 1902, to June 30, 1903.....	10,355	3,441	2,686	78.1	1,784	66.4
July 1, 1903, to June 30, 1904.....	11,301	6,388	4,115	64.4	1,678	40.7
July 1, 1904, to June 30, 1905.....	12,171	6,972	4,218	60.5	1,558	36.9
July 1, 1905, to June 30, 1906.....	13,456	6,620	4,481	67.7	2,173	48.5
July 1, 1906, to June 30, 1907.....	14,212	6,566	4,085	62.2	2,051	50.2
July 1, 1907, to June 30, 1908.....	15,230	9,674	5,999	62.0	1,607	26.8
July 1, 1908, to June 30, 1909.....	15,967	15,724	11,336	72.1	1,392	12.3
July 1, 1909, to June 30, 1910.....	16,956	52	39	75.0	2,271	-----
July 1, 1910, to June 30, 1911.....	17,428	8,972	6,760	75.3	1,982	29.3
July 1, 1911, to June 30, 1912.....	18,297	11,273	3,036	26.9	770	25.4
July 1, 1912, to June 30, 1913.....	19,620	18,340	9,616	52.4	1,270	13.2
July 1, 1913, to June 30, 1914.....	22,679	27,664	19,665	71.1	2,941	15.0
July 1, 1914, to June 30, 1915.....	21,769	33	17	51.5	146	-----
July 1, 1915, to June 30, 1916.....	20,989	1	1	100.0	28	-----
July 1, 1916, to June 30, 1917.....	21,196	13,997	10,443	74.6	43	-----
July 1, 1917, to June 30, 1918.....	20,538	2,927	1,867	63.8	8,297	-----
July 1, 1918, to June 30, 1919.....	20,538	9,930	6,489	65.3	1,291	-----
July 1, 1919, to June 30, 1920.....	21,717	12,866	7,571	58.8	4,289	56.4
July 1, 1920, to June 30, 1921.....	22,310	15,803	9,849	62.3	6,044	61.4
July 1, 1921, to June 30, 1922.....	22,227	12,890	8,694	67.4	910	10.5
July 1, 1922, to June 30, 1923.....	22,052	23,642	12,512	52.9	998	7.9
July 1, 1923, to June 30, 1924.....	22,073	25,510	10,969	43.0	2,129	19.4
July 1, 1924, to June 30, 1925.....	22,340	60	33	55.0	629	-----
July 1, 1925, to June 30, 1926.....	22,340	113	87	77.0	280	-----
July 1, 1926, to June 30, 1927.....	22,281	29,481	15,717	53.3	708	-----
July 1, 1927, to June 30, 1928.....	21,343	194	90	46.4	785	-----
July 1, 1928, to June 30, 1929.....	21,379	12	6	50.0	833	-----
July 1, 1929, to June 30, 1930.....	21,443	10,645	3,895	36.5	721	-----
July 1, 1930, to June 30, 1931.....	21,477	10	6	60.0	825	-----
Total.....	-----	338,052	206,972	61.2	61,630	29.8
ALL OTHER SERVICES						
July 16, 1883, to Jan. 15, 1884.....	8,090	1,601	925	57.7	117	12.6
Jan. 16, 1884, to Jan. 15, 1885.....	8,090	3,114	1,879	60.3	551	29.3
Jan. 16, 1885, to Jan. 15, 1886.....	8,273	3,489	2,081	59.6	408	19.6
Jan. 16, 1886, to June 30, 1887.....	8,773	8,385	5,524	65.9	1,188	21.5
July 1, 1887, to June 30, 1888.....	8,870	5,178	3,236	62.5	692	21.3
July 1, 1888, to June 30, 1889.....	11,012	6,122	3,561	58.2	718	20.1
July 1, 1889, to June 30, 1890.....	11,693	7,338	3,914	53.3	932	23.8
July 1, 1890, to June 30, 1891.....	11,808	6,830	4,358	63.8	1,472	33.7
July 1, 1891, to June 30, 1892.....	13,606	5,701	3,660	64.2	649	17.7
July 1, 1892, to June 30, 1893.....	13,724	5,408	3,218	59.5	793	24.6
July 1, 1893, to June 30, 1894.....	14,413	7,335	4,668	63.6	832	17.8
July 1, 1894, to June 30, 1895.....	15,100	6,957	3,902	56.1	802	20.5
July 1, 1895, to June 30, 1896.....	21,390	11,633	7,213	62.0	1,283	17.7
July 1, 1896, to June 30, 1897.....	53,703	23,914	13,830	57.8	1,096	7.9
July 1, 1897, to June 30, 1898.....	50,307	26,022	17,611	67.7	4,414	25.0
July 1, 1898, to June 30, 1899.....	49,106	33,435	25,141	75.2	6,199	24.6
July 1, 1899, to June 30, 1900.....	49,197	25,530	19,674	77.1	5,222	26.5
July 1, 1900, to June 30, 1901.....	49,246	22,833	17,179	75.2	5,182	30.1
July 1, 1901, to June 30, 1902.....	57,451	29,576	21,393	72.3	5,953	27.8
July 1, 1902, to June 30, 1903.....	58,176	59,823	50,077	83.7	22,327	44.5
July 1, 1903, to June 30, 1904.....	66,698	68,687	56,002	81.5	26,209	46.8
July 1, 1904, to June 30, 1905.....	72,228	83,531	65,545	78.5	21,141	32.2

¹ On account of the abundance of eligibles remaining from the previous year in many cases, no general examination was held. Percentage upon the basis of these figures would, therefore, be deceptive in some instances and it has therefore been omitted.

TABLE 6.—Showing for all branches of the classified service the number examined, etc.—Continued

Branch of service and period covered	Approximate number of classified competitive positions	Examined	Passed	Per cent that passed	Appointed	Per cent appointed of those that passed
ALL OTHER SERVICES—Continued						
July 1, 1905, to June 30, 1906-----	78,254	62,355	48,946	78.5	19,756	40.3
July 1, 1906, to June 30, 1907-----	83,192	71,726	52,064	72.6	24,496	47.0
July 1, 1907, to June 30, 1908-----	84,401	99,756	76,911	77.1	28,377	36.8
July 1, 1908, to June 30, 1909-----	89,918	85,192	66,645	78.2	28,110	42.1
July 1, 1909, to June 30, 1910-----	96,471	78,339	57,560	73.4	29,502	51.2
July 1, 1910, to June 30, 1911-----	122,818	53,302	29,250	54.9	11,946	40.8
July 1, 1911, to June 30, 1912-----	82,904	54,549	30,082	55.1	11,493	38.0
July 1, 1912, to June 30, 1913-----	100,670	64,384	44,924	69.8	18,979	42.2
July 1, 1913, to June 30, 1914-----	103,577	84,245	51,604	61.3	19,388	37.5
July 1, 1914, to June 30, 1915-----	103,841	97,028	62,029	63.9	22,570	36.3
July 1, 1915, to June 30, 1916-----	108,783	82,599	58,177	70.4	24,300	41.7
July 1, 1916, to June 30, 1917-----	118,636	146,590	103,463	70.6	66,700	64.4
July 1, 1917, to June 30, 1918-----	433,693	492,196	344,787	70.1	175,661	50.9
July 1, 1918, to June 30, 1919-----	358,831	369,870	251,904	68.1	148,293	58.8
July 1, 1919, to June 30, 1920-----	279,437	221,539	146,677	66.2	94,859	64.7
July 1, 1920, to June 30, 1921-----	220,440	173,473	118,383	68.2	63,066	53.3
July 1, 1921, to June 30, 1922-----	188,928	122,997	76,274	62.0	37,771	49.5
July 1, 1922, to June 30, 1923-----	177,268	119,436	69,823	58.5	34,410	49.2
July 1, 1923, to June 30, 1924-----	171,244	119,543	69,962	58.5	38,921	55.6
July 1, 1924, to June 30, 1925-----	174,397	123,377	71,815	58.2	28,975	40.3
July 1, 1925, to June 30, 1926-----	169,939	112,898	63,286	56.1	20,151	31.8
July 1, 1926, to June 30, 1927-----	168,473	129,497	65,321	50.4	20,509	31.4
July 1, 1927, to June 30, 1928-----	171,971	136,227	74,461	54.7	21,291	28.6
July 1, 1928, to June 30, 1929-----	183,184	147,222	80,734	54.8	27,109	33.6
July 1, 1929, to June 30, 1930-----	190,115	176,669	89,431	50.6	24,000	26.8
July 1, 1930, to June 30, 1931-----	192,675	189,980	90,251	47.5	28,731	31.8
Total-----		4,067,431	2,629,355	64.6	1,177,544	44.8
SUMMARY						
July 16, 1883, to Jan. 15, 1884-----	13,780	3,542	2,044	57.7	489	23.9
Jan. 16, 1884, to Jan. 15, 1885-----	15,590	6,347	4,141	65.2	1,800	43.5
Jan. 16, 1885, to Jan. 15, 1886-----	17,273	7,602	5,034	66.2	1,881	37.4
Jan. 16, 1886, to June 30, 1887-----	19,345	15,852	10,746	67.8	4,442	41.3
July 1, 1887, to June 30, 1888-----	22,577	11,281	6,868	60.9	2,616	38.0
July 1, 1888, to June 30, 1889-----	29,650	19,060	11,978	62.8	3,781	31.6
July 1, 1889, to June 30, 1890-----	30,626	22,994	13,947	60.7	5,182	37.2
July 1, 1890, to June 30, 1891-----	33,873	19,074	12,786	67.0	5,395	42.0
July 1, 1891, to June 30, 1892-----	37,523	19,460	12,160	62.5	3,961	32.5
July 1, 1892, to June 30, 1893-----	43,915	24,838	14,008	56.4	4,291	30.6
July 1, 1893, to June 30, 1894-----	45,821	37,379	22,131	59.2	4,704	21.3
July 1, 1894, to June 30, 1895-----	54,222	31,036	19,811	63.9	4,793	24.2
July 1, 1895, to June 30, 1896-----	87,044	31,179	20,714	66.4	5,086	24.6
July 1, 1896, to June 30, 1897-----	85,886	50,571	29,474	58.3	3,047	10.3
July 1, 1897, to June 30, 1898-----	89,306	45,712	30,600	66.9	7,870	25.7
July 1, 1898, to June 30, 1899-----	93,144	49,164	36,312	74.0	9,557	26.3
July 1, 1899, to June 30, 1900-----	94,893	46,602	34,965	75.0	9,889	28.3
July 1, 1900, to June 30, 1901-----	106,205	48,093	33,521	69.7	10,291	30.7
July 1, 1901, to June 30, 1902-----	107,990	60,558	40,509	66.9	13,298	32.8
July 1, 1902, to June 30, 1903-----	135,453	109,829	87,983	80.1	40,270	45.7
July 1, 1903, to June 30, 1904-----	154,093	127,846	100,078	78.3	48,909	48.8
July 1, 1904, to June 30, 1905-----	171,807	143,053	111,741	78.1	38,996	35.0
July 1, 1905, to June 30, 1906-----	184,178	117,277	91,345	77.9	39,050	42.7
July 1, 1906, to June 30, 1907-----	194,323	129,317	93,920	72.6	43,003	45.8
July 1, 1907, to June 30, 1908-----	206,637	161,793	120,760	74.6	42,153	34.9
July 1, 1908, to June 30, 1909-----	234,940	158,484	123,449	77.9	40,943	33.1
July 1, 1909, to June 30, 1910-----	222,278	115,644	87,769	75.9	43,585	49.7
July 1, 1910, to June 30, 1911-----	227,657	105,024	70,159	66.8	23,256	33.2
July 1, 1911, to June 30, 1912-----	217,392	106,078	59,251	55.9	20,969	35.4
July 1, 1912, to June 30, 1913-----	282,597	141,905	94,350	66.5	35,154	37.3
July 1, 1913, to June 30, 1914-----	292,460	215,587	147,526	68.4	³ 41,935	28.4
July 1, 1914, to June 30, 1915-----	292,291	167,795	114,632	68.3	⁴ 36,398	31.8
July 1, 1915, to June 30, 1916-----	296,926	154,722	113,792	73.5	42,057	37.0
July 1, 1916, to June 30, 1917-----	326,899	212,114	152,553	71.9	86,312	56.5
July 1, 1917, to June 30, 1918-----	642,432	551,391	387,963	70.4	213,530	55.0
July 1, 1918, to June 30, 1919-----	592,961	438,259	299,826	68.4	179,533	59.9
July 1, 1919, to June 30, 1920-----	497,603	293,327	193,915	66.1	116,309	60.0

³ The large increase in field-service figures for 1913 is due to the inclusions of navy-yard artisans' positions to the number of about 16,000 in the competitive classified service.

⁴ 11,365 fourth-class postmasters, appointed in 1914, and 18,238 in 1915, under the Executive order of May 7, 1913, requiring examinations at offices whose incumbents had not yet been appointed under the regulations, are not included in the table.

TABLE 6.—*Showing for all branches of the classified service the number examined, etc.—Continued*

Branch of service and period covered	Approximate number of classified competitive positions	Examined	Passed	Per cent that passed	Appointed	Per cent appointed of those that passed
SUMMARY—Continued						
July 1, 1920, to June 30, 1921.....	448, 112	303, 309	203, 209	67. 0	101, 711	50. 1
July 1, 1921, to June 30, 1922.....	420, 688	206, 007	128, 952	62. 6	63, 867	49. 5
July 1, 1922, to June 30, 1923.....	411, 398	204, 200	122, 918	60. 2	57, 694	46. 9
July 1, 1923, to June 30, 1924.....	415, 593	222, 915	133, 506	59. 9	68, 287	51. 1
July 1, 1924, to June 30, 1925.....	423, 538	201, 415	122, 495	60. 8	50, 164	40. 9
July 1, 1925, to June 30, 1926.....	422, 300	202, 846	105, 064	52. 2	36, 992	34. 9
July 1, 1926, to June 30, 1927.....	422, 998	257, 401	126, 118	49. 0	38, 777	30. 7
July 1, 1927, to June 30, 1928.....	431, 763	236, 997	123, 830	52. 2	37, 796	30. 5
July 1, 1928, to June 30, 1929.....	445, 957	243, 510	125, 726	51. 6	44, 817	35. 6
July 1, 1929, to June 30, 1930.....	462, 083	267, 429	132, 991	49. 7	38, 281	28. 8
July 1, 1930, to June 30, 1931.....	468, 050	241, 304	116, 745	48. 4	38, 461	32. 9
Total.....	-----	6, 587, 122	4, 255, 215	64. 6	1, 811, 582	42. 6

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